Report of the Task Force on Military Workforce Development: A 10-Step Guide

April 2018

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ACKNOWLEDGMENTS

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- Ronald Brisé (Florida)
- Sherina Maye Edwards (Illinois)
- Jeannette Mills (Maryland)
- Donna Nelson (Texas)
- Jolette Westbrook (Massachusetts)

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Veterans Education, Tidewater Community College); Alesia Wroten (Tidewater Community College); Brian McAdoo (Duquesne Light Company); Carol Eggert and Michael Brady (Comcast/ NBCUniversal); Anne Hoskins (Sunrun); Spencer Wilcox, Jeremy Traska, and Andy Robinson (Academy Securities); Robert Duvall (Southern Company Gas); Jim Kibler, George Faatz, and Rachelle Whitacre (Virginia Natural Gas); Matthew Kellam (Dominion Energy Services, Inc.); Michelle Rostom (National Rural Electric Cooperative Association); Denise Aburto (U.S. Department of Veterans Affairs); Jim Nelson (Oklahoma Corporation Commission); Elizabeth Stipnieks and Philip Moeller (Edison Electric Institute); Ann Randazzo and Rosa Schmidt (Center for Energy Workforce Development); Mary Miller (Center for Energy Workforce Development and Edison Electric Institute); Michael O'Connell (formerly of GRID Alternatives; veteran); and Gerald W. Hampton (U.S. Marine Corps, Ret.).

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PREFACE

On January 17, 2017, National Association of Regulatory Utility Commissioners (NARUC) then-President Robert F. Powelson and the Executive Committee established a new Presidential Task Force on Military Workforce Development (Task Force) and appointed me to serve as chair of the Task Force. Recognizing the imminent attrition of trained utility employees, the Task Force was charged with reviewing, assessing, and highlighting best practices and lessons learned in both the utility and government sectors to help develop a capable workforce and create opportunities for veterans.

NARUC has a long history of leadership around critical utility workforce issues and strongly supporting programs and training for veterans for a transition from military service to utility-related work. A skilled and knowledgeable workforce is critical to effective utility and regulatory functions, making the aging of the utility and regulatory workforce a serious issue. According to the American Public Power Association in its document, *Work Force Planning for Public Power Utilities*, "[t]he loss of critical knowledge and the inability to find replacements with utility-specific skills are the two biggest challenges facing public power utilities as a result of workforce aging."

This issue, predicted more than 35 years ago, is fast becoming a reality for employers in the utility sector. At the same time, the mechanics of delivering utility products and the associated regulatory requirements continue to increase in complexity. As the U.S. population older than 55 grows from 25.6 million in 1950, to 108 million in 2030, we need to make plans to replace employees who are retiring.

Veterans are a prime source of pre-screened potential applicants for energy- and utility-related jobs to fill these numerous impending vacancies. Statistics reveal that only 29 percent of the 17- to 24-year-old population is even eligible for military service. Veterans also are the largest source of individuals who have undergone thorough background checks to receive security clearances. Further, while in service, members of the military develop specialties that often correlate directly with utility-related

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jobs. Many veterans have set up generators, run electric lines, and installed water pipes in a variety of geologic terrain. Veterans also have specialties in areas such as accounting, human resources, and supply chain management. No matter the individual specialty, members of the U.S. armed forces develop skills in leadership, strategic thinking, teamwork, and commitment to mission. When properly recognized, these skill sets are desirable to many employers.

NARUC frequently has taken positions to support work opportunities for our nation's veterans. Building on this history, during the past year the Task Force has held several sessions to highlight some of the best practices and lessons learned in both the utility and government sectors in this area. In researching the issue of veterans hiring initiatives, the Task Force has found a plethora of guides and resources produced by a variety of organizations. For example, the Solar Ready Vets program equips transitioning military personnel for work as solar installers, inspectors, and other solar-related positions. Another example is the Troops to Energy Jobs program, which helps service members transition from military careers to civilian work in America's energy sector. Other utility sectors are also partnering with the military or other organizations to establish the necessary training for a transition from military service to utility-related work.

The Task Force has synthesized much of the information it has learned into a 10-step guide for companies and state commissions that wish to start a veterans hiring program, along with several appendices referencing other materials. These appendices include: a list of more detailed veterans hiring manuals, draft military-related language to use in job postings, a list of national career resource links for veterans, and company- and state-specific links as well.

It is our hope that companies and state commissions will find this guide both practical and useful.

Sincerely yours,
Judith Williams Jagdmann
Chair of the NARUC Task Force on Military Workforce Development

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TASK FORCE ACTIVITIES

The NARUC Task Force on Military Workforce Development was formed in January 2017 and held its first meeting at the NARUC Winter Policy Summit in February 2017. Additional in-person and teleconference meetings were held throughout the year. Upon review of the Task Force efforts, the Task Force compiled recommended best practices and lessons learned that utilities and public service commissions can use to promote and facilitate successful integration of veterans into utility-related work. Major recommendations include:

- Any veterans hiring initiative will need executive-level support. Veterans hiring initiatives take time and a willingness to change the hiring process. Having an executive “champion” for any veterans hiring effort keeps the vision for the program clear and ensures adequate staff support;

- Veterans may not be fluent in civilian hiring language and processes. Veterans need to acquaint themselves with civilian terminology related to their military occupation specialty (MOS) codes. Organizations implementing veterans hiring initiatives may bridge this gap by including applicable MOS codes in job postings and having current veteran employees participate in the hiring process (such as by reviewing resumes or participating in interviews) to keep qualified veteran applicants from being removed from the candidate pool;

- An organization starting a veterans hiring initiative should be aware of its current veterans and support these employees through service opportunities, assistance with the transition to a civilian work environment, and recognition of their sacrifice for others. Current employees may also serve as a resource to help new veteran hires feel welcome and transition into the civilian environment; and

- Organizations seeking to start a veterans hiring initiative do not need to “start from scratch.” They can connect with state and federal resources, such as state energy consortia, Department of Labor resources, local Department of Veterans Affairs support, and state-specific programs to learn how to post

jobs in locations for best visibility by veterans, raise awareness of their new initiative, and make helpful connections.

What follows is a list of these meetings, along with more detailed information on guest presenters and highlights from each meeting.

NARUC Winter Meeting

The organizational meeting of the Task Force was held February 14, 2017. Presentations were provided by Dr. Susan Aldridge, Drexel University; Brian McAdoo, Duquesne Light Company; and Carol Eggert, Comcast/NBCUniversal. Key points from this meeting were:

- Veterans are a select group who stand out from the general population. They often have special security clearance, are mentally and physically fit, are committed to mission, and know how to work as a team;
- The military uses a different vocabulary to describe skills than many civilian human resources departments, so there is a need to "translate" military skills into civilian terms. Several online translators are available (e.g., through Drexel University, the Center for Energy Workforce Development, or onetonline.org); and
- Companies that wish to start a veterans hiring initiative need a targeted recruiting strategy to find veteran applicants for open positions. Such a strategy could include attending career fairs at military installations, posting job openings on websites frequented by veterans, and building relationships with local military organizations at target universities and with military Transition Assistance Program leaders.

March 2017

On March 30, 2017, the Task Force heard a presentation from Mary Miller, President of the Center for Energy Workforce Development. Key takeaways from this meeting included:

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- The Center for Energy Workforce Development website provides a roadmap for veterans to see where they might fit in the energy industry and can direct veterans to education and job search support, including virtual career coaching and an online tool that matches military job codes to comparable job titles in the civilian utility industry;

- The Center for Energy Workforce Development supports state energy workforce consortia, comprised of utilities, educational institutions, public workforce systems, and organized labor. The consortia identify utilities' hiring needs and seek out programs to match those needs;

- Individual organizations can post job openings on the Center for Energy Workforce Development's internet job search platform to increase visibility of job openings to veterans;

- Through the Center for Energy Workforce Development's Troops to Energy program, 43 companies have committed to veterans hiring initiatives; and

- A statewide or regional approach to veterans hiring can be beneficial. With a broader approach, veterans exiting training or educational programs have greater success finding jobs that match their education and experience.

April 2017

On April 20, 2017, the Task Force heard a presentation from Robert Duvall, Jim Kibler, George Faatz, and Rachelle Whitacre, all from Southern Company Gas and Virginia Natural Gas. They discussed Virginia Natural Gas's development of a week-long natural gas training program for exiting service members in the Virginia Beach, VA area. Lessons learned from the company's experience include:

- The importance of having executives champion a military program, broadcast a vision for the program, and ensure proper staffing to start and maintain such a program;

- The importance of the company's program being offered through a community college so that coursework can culminate in a certificate transitioning veterans can earn and list on their resumes;

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- The need to receive GI Bill® funding for new programs so that veterans have a way to pay to take such courses;

- The desirability of obtaining Department of Defense (DoD) SkillBridge certification for a new course. If a course has SkillBridge certification, the military will market the course to transitioning service members and help provide students for the course, alleviating the course developer of marketing duties; and

- Support for a new program from outside the company, such as from community leaders and elected officials, Chamber of Commerce members, and other partners can be key to securing program approvals.

June 2017

On June 7, 2017, the Task Force received a presentation from Dr. Calvin Scheidt and Chris Blow of the Center for Military and Veterans Education at Tidewater Community College, and Alesia Wroten, an employment specialist at Tidewater Community College. They discussed the vision and work of the Center for Military and Veterans Education to prepare veterans to enter the civilian workforce. Among other things, the Center for Military and Veterans Education:

- Provides military students with a roadmap from their current educational level to their ultimate career goal, highlighting intermediate steps that may provide the student with opportunities to earn certificates or other credentials along the way;

- Offers military student academic advising as well as financial and other support services, including counseling on how to pay for rent and other expenses while in college;

- Counsels students on how to make the most of GI Bill® educational benefits and helps students receive credit for education or experience they already have; and

- Analyzes target employment markets in order to guide students toward high-wage, high-demand careers.

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NARUC Summer Policy Summit

On July 16, 2017, the Task Force met during the NARUC Summer Policy Summit. Speakers included Dr. Calvin Scheidt of the Center for Military and Veterans Education at Tidewater Community College; Ms. Anne Hoskins of Sunrun; Michael O'Connell, formerly of GRID Alternatives and a veteran; Spencer Wilcox of Academy Securities; Gerald W. Hampton of the U.S. Marine Corps (retired); and Ms. Denise Aburto of the U.S. Department of Veterans Affairs. These speakers provided much insight into the transition of veterans into the workforce. Key insights from this meeting included:

- The hard-to-teach values that veterans bring to civilian jobs such as honor, courage, commitment, mission focus, adaptability, leadership, and prioritizing others above oneself;
- The importance of training veterans entering the civilian workforce in skills such as business-related writing;
- The need to provide veterans with opportunities to serve their communities to meet their desire for service when they leave the military;
- The benefit of familiarizing civilian human resources personnel with military training and educational terminology;
- The need to educate civilian managers about military culture to dispel negative assumptions (e.g., all veterans are aggressive) and to encourage management to be patient as veterans become accustomed to the tempo and climate of the civilian environment; and
- The need for veterans hiring initiatives to include spouses of veterans as well, whose job history may be inconsistent due to frequent moves, but who nevertheless are highly skilled.

October 2017

On October 18, 2017, Steve Bradley of the Virginia State Corporation Commission and Jim Nelson of the Oklahoma Corporation Commission presented to the Task Force the process some state

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commissions use to promote veterans hiring and veterans in the workplace generally. Ideas from state commissions include:

- Studying the location of veterans in an organization and why they may be a better fit for some departments than others;
- Starting a focus group of current veteran employees to receive feedback on their experiences at the state commission and ideas of what could help new hires;
- Bringing visibility to veterans through newsletter articles, displays, or other media; and
- Using current veterans connections to military bases and personnel to locate potential new hires.

NARUC Annual Meeting

On November 12, 2017, the Task Force convened at the NARUC Annual Meeting. The two presenters to the Task Force were Jim Kibler of Virginia Natural Gas and Michelle Rostom of the National Rural Electric Cooperative Association. Key insights from these presentations included:

- When developing new veterans educational opportunities such as SkillBridge programs, it is good to ask those in related career fields (such as contractors) to participate. This distributes the workload of the course among more people and provides veterans with more networking and hiring opportunities;
- Smaller class sizes are better for hands-on courses;
- Networking and resume building opportunities are key for veterans, who are at mid-career and may not have these skills;
- All parts of a company should be involved in new veterans hiring programs, from executive level support to human resources involvement, to be sure that veterans listing company courses

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on their resumes are recognized;

- Because about 40 percent of military recruits come from rural areas, it is important to make these veterans aware there are jobs waiting for them at rural utilities, if they want to return home after service;

- For rural communities, in addition to hiring veterans, honoring veterans in the community is important (e.g., profiles of veterans in company publications or providing preferred parking spaces for veterans); and

- Utilities starting a veterans hiring initiative should reach out to federal agencies such as the Department of Labor, which may have job centers that can connect veterans to job opportunities, and to student military chapters at nearby colleges and universities.

The information gained from these sessions has culminated in the following succinct guide, “10 Steps to Creating a Veterans Hiring Program.” In addition, full minutes of these meetings, as well as links to resources shared by presenters and speakers, can be found in Appendices A through E.

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Starting Your Veterans Hiring Program: A 10-Step Guide

The following 10-step guide is a helpful tool for utilities and state commissions seeking to initiate their own veterans hiring program

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1. Identify Executive and Human Resources Leads. This is a critical first step.

It is critical for any veterans hiring program to have a champion at the executive level to lead program efforts and to ensure proper resources are available. Human Resources (HR) support is vital, as these personnel will be on the front line of veterans hiring efforts and their hiring and interviewing processes may be affected by the program.

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2. Identify Current Veterans and Other Employees with Military Experience.

Ask employees to voluntarily self-identify if they have military experience or are related to someone with military experience (including veterans, guards, reservists, and military spouses).

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3. Support Current Veterans.

❖ Form a veteran support group that will help your organization identify ways to help veteran employees. Consider creating focus areas within the support group (e.g., volunteer/community focus or professional development focus).

❖ Allow your veterans support group to offer ideas (such as a special day of recognition, request for aid learning the civilian business atmosphere, etc.). Select one or two ideas that you can implement easily and with a low risk of failure. Start small and increase initiatives as time and resources allow.

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Getting Started Guide

4. Identify New Workforce Needs.

❖ Review your past 3-5 years of hiring trends, positions and skill sets. Then document anticipated workforce needs over the next 12-24 months.

❖ Create a consolidated list of anticipated new positions based on known retirements, new headcount, recent hiring trends, and anticipated turnover.

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Getting Started Guide

5. Locate local assistance for help reaching out to veterans who may be looking for employment.

❖ Tell current veterans about your desire to encourage other veterans to apply for newly open positions. Ask for help in spreading your veteran-friendly message through the contacts veterans have with military base personnel and veteran organizations.

❖ Visit the DOL/VETS website: www.veterans.gov.

❖ Connect with the veteran employment representative at your local American Job Center: www.servicelocator.org.

❖ Join your state Energy Workforce Consortium: www.cewd.org/state-consortia/.

❖ Connect with another utility or state commission with a veterans program that is willing to answer your questions.

❖ Participate in online webinars that may be offered through your state or regional consortium, or through a national organization (e.g., NARUC, Veterans in Energy, etc.).

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Getting Started Guide

- Talk to local universities, community colleges, and technical schools to share your commitment to hire veterans. Discuss opportunities to leverage GI Bill® benefits to pay for training, and connect with student veteran chapters.
- Connect with your local Employer Support of the Guard and Reserve (www.ESGR.org) to share your hiring commitment and invite representatives to educate your managers and HR professionals.
- Contact your local Chamber of Commerce to share your interest in hiring veterans and participate in their career fairs.
- Contact local military bases in your area and ask to participate in their job fairs and, if possible, help with their Transition Assistance Program for exiting service personnel.

GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at https://www.benefits.va.gov/gibill.

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Getting Started Guide

6. Create Military-Friendly Job Descriptions.

❖ Improve veteran outreach by describing military-specific competencies and capabilities that translate to civilian positions.

❖ Describe desired attributes in terms of competencies rather than years of experience. Avoid industry-specific acronyms.

❖ Talk about your organization's value proposition in your job description—benefits, culture, principles, etc.

❖ Engage current veterans or representatives of local veteran organizations for support writing military-friendly job descriptions.

❖ Be aware that veterans with relevant experience may be slipping through your HR department unnoticed because their military experience is not recognized by civilian HR personnel.

❖ Include applicable military codes and titles within job postings so military personnel and veterans can more readily find your postings and apply for jobs. (See www.onetonline.org/crosswalk or http://usmilitary.about.com).

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Getting Started Guide

7. Post Jobs on Multiple Military-Connected Job Sites.

❖ Prioritize and maximize the exposure of your jobs to veterans and military spouses.

❖ Post your jobs on your state job workforce system: https://us.jobs/state-workforce-agencies.asp.

❖ Register as an employer on the Veteran Employment Center: https://www.dol.gov/veterans/hireaveteran/.

❖ Consider posting your job openings on military-friendly websites such as www.troopstoenergy.jobs (fee applies). A state energy workforce consortium also may offer links to your company and/or your job postings.

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8. Become Familiar with Your State Employment Law.

Review hiring laws and/or regulations in your state pertaining to hiring veterans and be sure that all protocols are properly followed.

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Getting Started Guide

9. Engage New Veteran Hires.

❖ Welcome veterans by giving them a voice and providing opportunities to serve.

❖ Send new veteran hires (and their supervisors) a letter welcoming the new hires and providing information about your veterans support group.

❖ Point the new veteran and supervisor to any veteran-specific resources such as an intranet page for veterans, information on connecting with a mentor, etc.

❖ Alert new veteran hires to upcoming community service opportunities.

❖ Make sure veteran hires with ongoing service requirements (such as National Guard duty) are aware of paperwork and other steps that should be taken to receive time off work for military-related activities.

❖ Consider providing veteran-specific information such as how your health benefits package works with the health benefits that veterans already have through their prior military service.

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10. Evaluate Your Post-Application Hiring Process and Overall Program Results.

❖ Periodically review your post-application hiring process.

❖ Be sure that your candidate interview selection process does not “screen out” veterans by narrowly focusing on particular categories of skills.

❖ Review questions for potential candidates. Are there any questions that may need to be revised to allow veterans to showcase their strengths?

❖ Consider having a veteran on the interview panel to aid communications with veteran applicants.

❖ At set intervals (such as annually), review your program to see if veteran hires have increased, if veteran hires are being retained, and what further steps you may need to refine to improve your program.

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CONCLUSION

A comprehensive review of the ongoing work being done in the arena of veterans hiring has showcased to the Task Force members the recommended best practices and lessons learned, which resulted in the development of this guide. It is the fervent hope of the Task Force that this guide will be used by utilities and public service commissions to promote and facilitate the successful integration of veterans into the utility workplace.

The Task Force recognizes the valuable leadership role that NARUC can continue to play in working with our veterans and transitioning military service members to utility-related employment opportunities. While the Task Force charter ends with the release of this report, the issues remain. As we continue to face an ever-increasing retiring workforce at a time when we are undergoing dynamic change in the utility and government sectors, it is critical, now more than ever, that utilities, public service commissions, and interested stakeholders thoughtfully collaborate on ways to develop successful veteran workforce opportunities. NARUC, its Executive Committee, and its respective Committees will continue to take a leadership role in highlighting the importance of this initiative.

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APPENDIX A
GUIDES TO CREATING A VETERANS HIRING PROGRAM

Launching a Veteran Employment Program: Best Practices in Recruiting, Hiring, Onboarding and Retaining Veterans, The Institute for Veterans and Military Families, September 2013, https://www.dvsv3.com/wp-content/uploads/Launching-a-Military-Employment-Program.pdf.

V3 Companies Share Best Practices in Veteran Recruiting, Hiring and Retention, Virginia Department of Veterans Services, February 7, 2017, https://www.dvsv3.com/wp-content/uploads/V3-Small-Companies-Share-Best-Practices.pdf.

How Companies Can Capture the Veteran Opportunity, Syracuse University Institute for Veterans and Military Families, September 2012, http://toolkit.vets.syr.edu/wp-content/uploads/2012/11/Presentation-1-20120911-Veteran-opportunity.pdf. For an overview of the complete toolkit contents, go to http://toolkit.vet.syr.edu/.

7 Best Practices for Growing a Veteran Hiring Program, Paychex, November 10, 2016, https://www.paychex.com/articles/human-resources/7-practices-growing-veteran-hiring-program.

Hiring and Retaining Veterans: A resource guide from DOL, United States Department of Labor, February 10, 2016, https://hr.blr.com/HR-news/Discrimination/Veterans/Hiring-retaining-veterans-resource-guide-DOL/.

Hire a Veteran, United States Department of Labor, https://www.dol.gov/veterans/hireaveteran/; includes an extensive hiring toolkit at https://www.dol.gov/vets/ahaw/.

Troops to Energy Jobs National Template, Center for Energy Workforce Development, May 6, 2013, http://www.cewd.org/troops/Documents/TroopsNationalTemplate.pdf. This is a guide to assist energy companies to develop a comprehensive initiative for military outreach, education, recruiting, and retention. The template is divided into actions that can be implemented based on individual company needs.

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APPENDIX B
MILITARY & VETERAN POSTING LANGUAGE

Two of the major challenges to any veterans hiring initiative are: (i) creating a hiring environment in which veterans are not overlooked because their resumes do not present skills in the verbiage that human resources professionals are likely to recognize; and (ii) creating ways to make it easier for veterans who are looking for work to find job postings. Research indicates that military and veteran job seekers are not likely to click more than two or three times on a particular website when searching for positions. By including “Related Military Occupations” in job postings, military and veteran candidates are likely to find job postings more easily.

Copy and paste the verbiage below into the “Knowledge, Skills & Abilities” section of job postings when applicable.

Knowledge, Skills & Abilities (or KSAs):
The Company is actively seeking United States military veterans who meet the qualifications outlined below.

[REQUIRED AND PREFERRED KSAs]

Related Military Occupations:

Engineer

Related Military Occupations:

Army – Engineer; General – 12A (formerly 21A); Combat Engineer – 12B (formerly 21B); Telecommunications Systems Engineer – (not current; formerly 24A); Information Systems Engineer – (not current; formerly 24Z)

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Air Force – Civil Engineer – 32E1C / 32E3C / 32E4C; Bioenvironmental Engineer; Medical Construction – 43E1C/ 43E3C / 43E4C; Electrical Engineer – 32E1E / 32E3E; Developmental Engineer; Electrical / Electronic – 62E1E / 62E3E; Environmental Engineer – 32E1J / 32E3J; Bioenvironmental Engineer; Industrial Hygiene – 43E1B / 43E3B; Bioenvironmental Engineer; Environmental – 43E1D / 43E3D; Bioenvironmental Engineer; General – 43E1A / 43E3A / 43E4A; Mechanical Engineer – 32E1F / 32E3F; Developmental Engineer; Mechanical – 62E1H / 62E3H

Coast Guard – Civil Engineering – 55; Electronics Engineering – 58; Industrial Engineering – 56

Marines – Chemical Engineer – (not current; formerly 9622); Combat Engineer Officer – 1302; Engineer Equipment Officer – 1310; Electronics Engineer – 8824 (formerly 9624); Communications Engineer – (not current; formerly 9636); Environmental Engineering Management Officer – 8831 (formerly 9631); Industrial Engineer – (not current; formerly 9630); Nuclear Engineer – 8832 (formerly 9632)

Navy – Staff Facilities Engineer – 4210; Electronics Engineering Officer – 5904; Electronics Engineering Plans and Policies Director – 5913; Aeronautical Engineering Officer; Aircraft Mechanical; Electronic; Electrical and Safety Equipment – 8004; Safety Engineer – 2740; Production Engineering Officer – 7445; Aviation Maintenance Management Engineer – 8115; Depot Maintenance Engineering and Quality Officer – 8141; Launching; Recovery and Landing Aids Engineering Officer – 8050; Nuclear Power Research Project Officer – 7273; Nuclear Power Superintendent – 7968

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Groundman / Lineworker

Related Military Occupations:

Army – Transmission and Distribution Specialist (RC) - 12Q (formerly 52G, 21Q); Cable Systems Installer / Maintainer – 25L (formerly 31L); Interior Electrician – 12R (formerly 51R, 21R); Prime Power Production Specialist – 12P (formerly 52E, 21P)

Air Force – Communications Cable and Antenna Systems Journeyman – 2E652; Electrical Systems Apprentice – 3E031; Electrical Systems Journeyman – 3E051; Electrical Systems Craftsman – 3E071

Marine Corps – Electrician – 1141

Navy – Construction Electrician – CE; Advanced Construction Electrician – 5635; Electrical Component Maintenance Technician – 4626; FFG-7 Class Auxiliaries Electrical System Technician – 4632

Pipefitter / Pipelayer

Related Military Occupations:

Coast Guard – Utilitiesman – Water and Sanitation – (not current; formerly 705); Shipfitter Pipefitter – (not current; formerly 313)

Navy – NAMTS Pipefitter – 4952

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Plant Operator

Related Military Occupations:

Army – Prime Power Production Specialist – 12P (formerly 52E, 21P)

Navy – Submarine Nuclear Propulsion Plant Operator – Reactor Control – 3353; Submarine Nuclear Propulsion Plant Operator – Electrical – 3354; Submarine Nuclear Propulsion Plant Operator – Mechanical – 3355; Submarine Nuclear Propulsion Plant Operator – Engineering Laboratory Tech – 3356; Submarine Nuclear Propulsion Plant Operator – Special Category – 3359; Surface Ship Nuclear Propulsion Plant Operator – Reactor Control – 3383; Surface Ship Nuclear Propulsion Plant Operator – Electrical – 3384; Surface Ship Nuclear Propulsion Plant Operator – Mechanical – 3385; Surface Ship Nuclear Propulsion Plant Operator – Engineering Laboratory Tech – 3386; Surface Ship Nuclear Propulsion Plant Operator – Special Category – 3389; Nuclear Propulsion Plant Operator Trainee – 9901; Oil Analysis Operator / Evaluator – 6403

Technician

Related Military Occupations:

Army – Chemical Engineering Assistant – 74D (formerly 01G); Interior Electrician – 12R (formerly 51R, 21R); Prime Power Production Specialist – 12P (formerly 52E, 21P)

Air Force – Electrical Systems Apprentice – 3E031; Electrical Systems Journeyman – 3E051; Electrical Systems Craftsman – 3E071

Navy – Electrical Component Maintenance Technician – 4626; FFG-7 Class Auxiliaries Electrical System Technician – 4632; Electrolytic Oxygen Generator (Model 6L16) Maintenance Technician – 4752; Planning Series – Oxygen Generating Plant Electrical / Electronic Maintenance Tech – 4754; Uninterruptible Power Supply (UPS) Maintenance Technician – 5601; Advanced Construction

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Electrician – 5635; SSN 774 Integrated Low Pressure Electrolyzer Equipment Technician – 4641; Automatic Combustion Control (General Regulator) Maintenance Man – (not current; formerly 4513); NAMTS Valve Repair Technician – 4540; Nuclear Planner – 3377; NDT Radiological Inspector (Nuclear) – (not current; formerly 4935); VT MT and PT NDT Inspector – 4942; VT MT PT and RT NDT Inspector – 4943; VT MT PT and UT Inspector – 4944; Nuclear NDT Examiner – (not current; formerly 4947); Mobile Utilities Support Equipment (MUSE) Technician – 5633

Marines – Electrician – 1141; Aircraft Nondestructive Inspection Technician – 6033; Aircraft Nondestructive Inspection Operator – (not current; formerly 6034)

Plant Operator / Technician (Hybrid Roles)

Related Military Occupations:

Army – Chemical Engineering Assistant – 74D (formerly 01G); Interior Electrician – 12R (formerly 51R, 21R); Prime Power Production Specialist – 12P (formerly 52E, 21P)

Air Force – Electrical Systems Apprentice – 3E031; Electrical Systems Journeyman – 3E051; Electrical Systems Craftsman – 3E071

Coast Guard – Civil Engineering – 55; Electronics Engineering – 58

Navy – Submarine Nuclear Propulsion Plant Operator – Reactor Control – 3353; Submarine Nuclear Propulsion Plant Operator – Electrical – 3354; Submarine Nuclear Propulsion Plant Operator – Mechanical – 3355; Submarine Nuclear Propulsion Plant Operator – Engineering Laboratory Tech – 3356; Submarine Nuclear Propulsion Plant Operator – Special Category – 3359; Surface Ship Nuclear Propulsion Plant Operator – Reactor Control – 3383; Surface Ship Nuclear Propulsion Plant Operator – Electrical – 3384; Surface Ship Nuclear Propulsion Plant Operator – Mechanical – 3385; Surface Ship Nuclear Propulsion Plant Operator – Engineering Laboratory Tech – 3386; Surface Ship Nuclear Propulsion Plant Operator – Special Category – 3389; Nuclear Propulsion Plant Operator

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Trainee – 9901; Oil Analysis Operator / Evaluator – 6403; Electrical Component Maintenance Technician – 4626; FFG-7 Class Auxiliaries Electrical System Technician – 4632; Electrolytic Oxygen Generator (Model 6L16) Maintenance Technician – 4752; Planning Series – Oxygen Generating Plant Electrical / Electronic Maintenance Tech – 4754; Uninterruptible Power Supply (UPS) Maintenance Technician – 5601; Advanced Construction Electrician – 5635; SSN 774 Integrated Low Pressure Electrolyzer Equipment Technician – 4641; Automatic Combustion Control (General Regulator) Maintenance Man – (not current; formerly 4513); NAMTS Valve Repair Technician – 4540; Nuclear Planner – 3377; NDT Radiological Inspector (Nuclear) – (not current; formerly 4935); VT MT and PT NDT Inspector – 4942; VT MT PT and RT NDT Inspector – 4943; VT MT PT and UT Inspector – 4944; Nuclear NDT Examiner – (not current; formerly 4947); Mobile Utilities Support Equipment (MUSE) Technician – 5633

Marines – Electrician – 1141; Aircraft Nondestructive Inspection Technician – 6033; Aircraft Nondestructive Inspection Operator – (not current; formerly 6034)

Transmission & Distribution

Related Military Occupations:

Army – Transmission and Distribution Specialist (RC) – 12Q (formerly 52G; 21Q); Cable Systems Installer / Maintainer – 25L (formerly 31L); Interior Electrician – 12R (formerly 51R; 21R); Prime Power Production Specialist – 12P (formerly 52E; 21P); Engineer; General – 12A (formerly 21A); Combat Engineer – 12B (formerly 21B); Telecommunications Systems Engineer – (not current; formerly 24A)

Air Force – Communications Cable and Antenna Systems Journeyman – 2E652; Electrical Systems Apprentice – 3E031; Electrical Systems Journeyman – 3E051; Electrical Systems Craftsman – 3E071; Civil Engineer – 32E1C / 32E3C / 32E4C; Electrical Engineer – 32E1E / 32E3E; Developmental Engineer; Electrical / Electronic – 62E1E / 62E3E

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Coast Guard – Civil Engineering – 55; Electronics Engineering – 58

Marine Corps – Electrician – 1141; Combat Engineer Officer – 1302; Engineer Equipment Officer – 1310; Electronics Engineer – 8824 (formerly 9624)

Navy – Advanced Construction Electrician – 5635; Electrical Component Maintenance Technician – 4626; FFG-7 Class Auxiliaries Electrical System Technician – 4632; Electronics Engineering Officer – 5904; Electronics Engineering Plans and Policies Director – 5913; Safety Engineer – 2740; Electrical Component Maintenance Technician – 4626; FFG-7 Class Auxiliaries Electrical System Technician – 4632; Electrolytic Oxygen Generator (Model 6L16); Maintenance Technician – 4752; Uninterruptible Power Supply (UPS) Maintenance Technician – 5601; Advanced Construction Electrician – 5635; Mobile Utilities Support Equipment (MUSE) Technician – 5633; Construction Battalion Unit (CBU); Construction Battalion Maintenance Unit (CBMU); Naval Construction Regiments (NCR); Seabee Readiness Groups (SRG); Naval Construction Divisions (NCD); Construction Electrician (CE); Construction Mechanics (CM); Equipment Operators (EO); Utilitiesmen (UT); Builders (BU); Naval Mobile Construction Battalions

Military Occupation Codes and Titles

For more information about military occupations, job titles, codes, job descriptions, and more, go to the following websites:

- O-Net (http://www.onetonline.org/crosswalk/)
  - ❖ Type in a key word (e.g., maintenance, accounting, construction, electrical).
  - ❖ Do NOT select a branch of service. (This will allow results from all branches.)
  - ❖ Select “GO” in the military section.
- About.Com – U.S. Military Careers (http://usmilitary.about.com/)

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- Air Force Enlisted Jobs (http://usmilitary.about.com/od/airforceenlistedjobs/)
- Air Force Officer Jobs (http://usmilitary.about.com/od/officerjobs/a/afoffjobs.htm)
- Army Enlisted Jobs (http://usmilitary.about.com/od/enlistedjobs/tp/armyenlistedjobs.htm)
- Army Officer Jobs (http://usmilitary.about.com/od/officerjob1/l/blaroffjobs.htm)
- Coast Guard Jobs (http://usmilitary.about.com/od/cgjoin/l/blcgjobs.htm)
- Navy Enlisted Jobs (http://usmilitary.about.com/od/navynecs/a/necmenu.htm)
- Navy Officer Jobs (http://usmilitary.about.com/od/officerjo2/a/menu.htm)
- Marine Corps Enlisted Jobs (http://usmilitary.about.com/od/enlistedjo2/a/marinejobs.htm)
- Marine Corps Officer Jobs (http://usmilitary.about.com/od/officerj3/a/officerjobsmenu.htm)
- Occupational Outlook Handbook: Military Careers (https://www.bls.gov/ooh/military/military-careers.htm). Published by the United States Bureau of Labor Statistics, this guide includes a comprehensive list of types of occupations and descriptions across all branches of the military. This includes occupations that work on or with nuclear reactors, water pumps, and computer and network systems.

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Helpful Tips for Using Military Occupation Codes and Titles

The O-Net crosswalk is a great resource for discovering applicable military occupation codes and titles for the position you want to fill. You may find that the results can be broad for your specific situation. For example, if you use O-Net to search for a “tax accountant,” you will receive titles including auditors, order clerks, and purchasing agents. It is suggested that you review and, where necessary, cull the list of military occupation codes and titles to best fit the type of candidate you are seeking.

When reviewing and selecting from the list of military occupation codes and titles for a specific job posting, consider using veteran employees for assistance. These individuals know military titles and codes better than many HR professionals without military experience, and they can help pinpoint the codes and titles most applicable to each situation.

Another helpful tip to consider is to set aside specific time to add to the preceding list of posting language for given positions. Research military and veteran posting language for your most common job postings and create your own “stock list” to use in job postings. These military codes and titles do not change often; you may only need to update the list every 3-5 years, and it will be a handy go-to resource for ongoing reference.

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APPENDIX C
NATIONAL RESOURCES FOR VETERANS

[1] **API's Veterans Energy Pipeline:** The tool allows veterans to enter their military occupation and find matches to the top oil and natural gas jobs, along with a detailed comparison of which tasks from their military experience match with tasks that they would perform in the civilian job. www.veteransenergypipeline.com

[2] **Center for Energy Workforce Development:** The Center for Energy Workforce Development (CEWD) is a non-profit consortium of electric, natural gas, and nuclear utilities and their associations – Edison Electric Institute, American Gas Association, American Public Power Association, Nuclear Energy Institute, and National Rural Electric Cooperative Association – formed to help utilities work together to develop solutions to the coming workforce shortage in the utility industry. It isn't specific to veterans, but this site has several links associated with Troops to Energy Jobs and other resources. The news section, online at http://www.cewd.org/news/#troops, provides links to timely articles on company hiring initiatives.

[3] **DOE SunShot Initiative's Solar Instructor Training Network:** This program aims to train 50,000 new solar installers by 2020, some of whom will be veterans. http://www.energy.gov/articles/new-solar-energy-job-training-pilot-program-veterans.

[4] **Employer Support of the Guard and Reserve:** This Department of Defense office promotes cooperation and understanding between Reserve Component Service members and their civilian employers by educating and informing them regarding their rights and responsibilities governed by the Uniform Services Employment and Reemployment Rights Act of 1994.

[5] **Feds Hire Vets:** https://www.fedshirevets.gov/Index.aspx. This program is billed as the one-stop resource for federal veteran employment information. One link, VA for VETS (https://www.vaforvets.va.gov) includes featured federal and private sector jobs for veterans. A second link,

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VetCentral (https://vetcentral.us.jobs/vet_index.asp?stype=moc), is another veteran-specific job search engine.

[6] **GI Bill® On-The-Job Training and Apprenticeship Programs:** Veterans can learn a trade or skill through participation in the U.S. Department of Veterans Affairs on-the-job training or apprenticeships. A list of job criteria and well-known companies that have participated in the program may be found at https://www.military.com/education/gi-bill/gi-bill-apprenticeship-and-ojt-program.html.

[7] **GI Jobs website:** http://www.gijobs.com/employers-for-veterans/american-water/. This site includes guides for getting a job and for how to handle the transition to a civilian work environment. It has designated links to apprenticeship programs, funded by the GI Bill®, to education resources and to a job board and a list of "sponsored" employers.

[8] **Hire Heroes USA:** https://www.hireheroesusa.org/. According to the website, Hire Heroes U.S.A. provides free career coaching and job sourcing to hundreds of transitioning U.S. military members, veterans, and military spouses each week. Each client is individually assigned to a team member, who delivers career coaching designed to break down barriers to employment and build the confidence that is essential during a job search.

[9] **National Rural Electric Cooperative Association's "Serve our Co-ops Serve Our Country" program:** https://www.electric.coop/serve-our-co-ops-serve-our-country/. This veterans hiring initiative provides links to electric co-ops in all states participating in this veterans hiring program, along with, in many states, local schools and training programs. See: http://www.servevets.coop/resources/. This program also allows veterans to view energy jobs and post resumes at http://www.touchstoneenergy.jobs.

[10] **Nuclear Energy Institute's Career and Education Webpage:** https://www.nei.org/Careers-Education/Education-Resources/Nuclear-Energy-Training-Education-Programs/. Offers

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information for veterans looking to get into the energy, and specifically nuclear, career field. The site offers schools, has links to various programs, and discusses the Nuclear Uniform Curriculum Program (NUCP). There are 25 colleges that currently participate in the NUCP.

[11] **O*NET Online:** https://www.onetonline.org/crosswalk/. This website allows veterans to select their branch of service, then enter their military occupation code into a search box. The search results reveal numerous civilian occupation titles for which the veteran may be qualified based on military experience and training.

[12] **Power 4 Vets (a training program listed on energy.gov):** http://www.incsys.com/power4vets/. According to its website, Power4Vets™ helps veterans find job openings and provides relevant online coursework, online simulator training, online certification preparation work, personal coaching, and individualized job placement assistance.

[13] **Solar Energy Industries Association (SEIA) Solar Ready Vets:** This program, funded by the Department of Energy's SunShot initiative, funds six-week training programs for service members on military bases before they are discharged. Through this immersion program, students are taught the basics of solar installation, project management, and other industry necessities.

[14] **SEIA Troops to Solar:** This GRID Alternatives program, founded in 2015, is a three-year project that trains veterans and active duty service members in hands-on solar installation, and utilizes GRID Alternatives' connections within the industry to help participants advance in their careers. While it is nearing the end of its term, this program provides a model for others to continue to train veterans for jobs in the solar industry. By the time the program runs its course, it will have trained 1,000 veterans for solar jobs.

[15] **Troops to Energy Jobs:** The Troops to Energy Jobs program is a CEWD initiative designed to help veterans make a successful transition to a rewarding career in the energy industry. The

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website includes a roadmap that shows schools, programs, education assistance, etc. for veterans looking to enter into the utility workforce. A search engine for energy jobs online at http://troopstoenergy.jobs/ permits veterans to sort current job openings by Company, Job, State, City, and Title. It permits a veteran to register into a database for employers at http://www.troopstoenergyjobs.com/registration/. The Facebook page is https://www.facebook.com/TroopsToEnergyJobs/.

[16] **U.S. Chamber of Commerce Foundation "Hiring Our Heroes":** https://www.uschamberfoundation.org/hiring-our-heroes. This is a nationwide initiative to help veterans, transitioning service members, and military spouses find meaningful employment opportunities.

[17] **Veterans in Energy Program:** http://veteransinenergy.org/. The program provides transition, retention and professional development support to the growing population of military veterans who have chosen energy careers. It was created to augment the Troops to Energy Jobs program and to focus on retention issues.

[18] **Warriors4Wireless (W4W):** http://www.warriors4wireless.org/. W4W is a nonprofit career development program designed exclusively to supply experienced military personnel for employment in the telecommunications industry. W4W takes pride in assisting veterans with a unique opportunity to be trained and employed for careers in a booming digital marketplace and in providing industry partners with highly trained and motivated veterans tailored for their workforce.

NON-UTILITY SECTOR SPECIFIC EMPLOYMENT SITES FOR VETS

[19] **Orion Talent:** https://www.oriontalent.com. This firm specializes in military recruitment.

[20] **DirectEmployers:** http://directemployers.org/. This firm recruits candidates of diverse backgrounds, including outreach with over 20 military network sites.

[21] **Helmets to Hardhats:** https://www.helmetstohardhats.org/. This program connects men and women from the armed forces with promising building and construction careers.

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[22] **Job Target (state and diversity/ disabled/veteran job aggregator):** https://www.jobtarget.com. This job aggregator provides organizations with verified job postings and automated distribution to state job banks and sites that reach minorities, veterans, and individuals with disabilities.

[23] **U.S. VETS (Employer Outreach):** http://www.usvetsinc.org. This is a private non-profit organization that provides housing, employment, and counseling services to veterans. This organization has a presence in five states, the District of Columbia, and the U.S. territory of Guam.

[24] **USMC Wounded Warrior Regiment (Employer Outreach):** http://www.woundedwarriorregiment.org/

[25] **Veterans Multi-Service Center (Employer Outreach):** http://www.vmcenter.org/

[26] **U.S. Military Pipeline:** https://usmilitarypipeline.com/. Provides free services for employers to connect with military talent, including unlimited job posts, a candidate management dashboard, and unlimited candidate views and messaging with candidates.

[27] **Veterans Enterprise:** https://www.veteransenterprise.com/. Part of the mission of Veterans Enterprise is to connect veterans with employers who recruit trained and motivated soldiers. Resources include a career gallery and search engine for veterans and a job uploading feature for employers.

[28] **Bradley Morris, Inc.:** http://www.bradley-morris.com. Bradley Morris is the nation's largest military hiring resource (recruiting agency) for corporate America. Bradley Morris has access to over three hundred thousand active job seekers, with additional access to over one million veterans across the country.

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APPENDIX D
OTHER RESOURCES FOR VETERANS

I. BY SPECIFIC COMPANY		
A. TELECOMMUNICATIONS/ RELATED TECHNOLOGY		
American Tower	http://www.americantower.com/corporateus/careers/for-veterans/index.htm	Committed to hiring and developing active reservists and veterans. The company has offices in Atlanta, GA; Boston, MA; Cary, NC; Irvine, CA; Irving, TX; Lakewood, CO; Marlborough MA; Miami, FL; Schaumburg, IL; and Woburn, MA.
Apple	https://www.apple.com/jobs/us/	Apple does not have a veteran-specific job portal, but the company does have a history of hiring veterans.
AT&T	http://att.jobs/doing-great-things/military	AT&T continues to recruit military veterans and their families into careers and has a dedicated Military Talent Attraction Manager who informs the military about AT&T and educates AT&T managers about the military. In 2013, the company pledged to hire 10,000 veterans in five years and as of Jan. 1, 2016, exceeded that goal. AT&T then doubled its goal in May 2016 and aims to hire 20,000 veterans by 2020. On its military jobs site, veterans can get help finding positions and participate in video chat sessions with AT&T's Military Talent Attraction Manager. AT&T's Military Skills Translator lets veterans search for AT&T job openings using their military occupational codes: http://att.jobs/mos. AT&T Supplier Diversity's Operation Hand Salute protégé program at http://www.attsuppliers.com/sd/programs.aspx?s=ohs is a groundbreaking national mentoring program that helps veteran business leaders with service disabilities improve their business operations and enhance their ability to win corporate contracts.
Cellular One	https://www.cellularoneonline.com/careers	Cellular One does not have a veteran-specific job portal, but the company does have a history of hiring veterans. It operates in Arizona, New Mexico, and Utah.

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CenturyLink	https://jobs.centurylink.com/content/veterans-careers/	This veteran job search website "offers the perfect blend of exceptional people and limitless career possibilities for veterans."
Charter Communications / Spectrum	https://jobs.spectrum.com/veteran-and-military-hiring	This page is the "Veteran and Military Hiring" web link. For news and information on Charter's veteran hiring programs, see their blog at: https://newsroom.charter.com/news-views/charter-communications-supports-hiring-veterans/.
Comcast/ NBCUniversal	http://corporate.comcast.com/news-information/news-feed/comcast-and-nbcuniversal-committed-to-hiring-and-supporting-our-heroes	This page offers information about the company's job outreach to veterans. It includes two job specific links: http://veterans.nbcnews.com/ (a company specific link) and another link to the U.S. Chamber of Commerce Foundation's national program, listed above, "Hiring our Heroes:" https://www.uschamberfoundation.org/hiring-our-heroes.
Exxon Mobil Oil	http://careers.exxonmobil.com/en	This comprehensive website suggests U.S. jobs are located in Baton Rouge, LA; Clinton, NJ, and Houston, TX. A *Washington Post* November 11, 2013, article ranked Exxon Mobile high in the standings of large companies that hire veterans.
Frontier	https://frontier.com/corporate/responsibility/supporting-veterans Open positions: https://frontier.silkroad.com/epostings/	Frontier states that in 2015 it was named a top employer for military hiring and maintains national partnerships with the Armed Forces Foundation, Honor and Remember and Patriot Guard Riders. Frontier's memberships include Joining Forces, a White House initiative to ensure that service members, veterans, and their families have the tools they need to succeed, and the Veteran Jobs Mission (formerly known as the 100,000 Jobs Coalition), which is committed to "collectively hiring a total of one million military veterans." See the website for Frontier states.
General Motors	https://search-careers.gm.com/veterans	GM is transforming the transportation industry by advancing technology with customer-driven culture. For more than 100 years, GM has supported the U.S. military and has been recognized nationally as "veteran ready" when it comes to attracting, hiring, and retaining veterans and their spouses.

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Intel	https://www.intel.com/content/www/us/en/diversity/veterans-military.html	Seven percent of Intel U.S.-based employees have self-identified as military veterans representing the Air Force, Army, Coast Guard, Marines, Merchant Marines, and Navy. Intel has offices in Austin, TX; Chandler, AZ; Columbia, SC; DuPont, WA; Folsom, CA; Fort Collins, CO; Hillsboro, OR; Hudson, MA; Rio Rancho, NM; Santa Clara, CA.
Level 3 Communications	https://careeropportunities.centurylink.com/	Although it does not have a military-specific website, Level 3 was selected as one of *Military Times'* "Best for Vets: Employers 2017." It is in the process of merging with CenturyLink.
SBA Communications Corporation	http://www.gijobs.com/employers-for-veterans/sba-communications-corporation/	SBA Communications Corporation is a leading independent owner and operator of wireless communications infrastructure across North, Central, and South America. It is listed as a "sponsored" employer on gijobs.com's website. See: http://www.gijobs.com/employers-for-veterans/.
Sprint	http://careers.sprint.com/ http://newsroom.sprint.com/sprint-joins-forces-with-the-white-house-pledges-to-hire-2500-veterans.htm	Although it doesn't have a dedicated veteran-specific website, a May 2016 company press release noted that Sprint was named a "Top 50 military-friendly employer" by *GI Jobs* magazine for the prior 10 years and was recognized as a Most Valuable Employer for Military by CivilianJobs.com for the prior seven years. Sprint also has announced plans to hire 2,500 military veterans by 2021 as part of "Joining Forces"—a White House initiative aimed at expanding employment opportunities for veterans and military spouses.
T-Mobile	https://tmobile.careers/military Main Career link: www.tmobile.careers	T-Mobile pledged to hire 5,000 veterans by 2020 as part of the White House's "Joining Forces" initiative. T-Mobile's dedicated veterans website includes a "Military Skills Translator" and job search function. A 2016 company press release stated that the Military Friendly® Company recognized T-Mobile eight times as a top 100 Military Friendly Employer.
U.S. Cellular	http://uscellular.jobs/page/show/military	Through this link, U.S. Cellular invites job applications from transitioning military personnel. U.S. Cellular operates in Maryland, North Carolina, Virginia, and West Virginia.

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Valero Energy	https://www.valero.com/en-us/Careers	Valero Energy, a Fortune 500 company that manufactures and markets petrochemical products, was ranked third on Bright's veteran hiring index in 2014. See: https://onlinempa.unc.edu/5-companies-getting-veterans-back-to-work/.
Verizon	http://www.verizon.com/about/careers/military	Verizon employs more than 10,000 veterans. This site provides an overview of Verizon programs, a military/Verizon skills matcher, and a link to talk to a Verizon recruiter. Verizon also is listed as a "sponsored" employer on gijobs.com's website: http://www.gijobs.com/employers-for-veterans/verizon/.
Windstream	https://careers.windstream.com/en-US/page/veterans	On this veteran-specific hiring website, there is a feature listing openings in the company. Windstream is a subscriber to gijobs.com's Search and Skills Translator application, which assists veterans in locating civilian jobs that benefit from military experience. It is also listed as a "sponsored" employer on gijobs.com's website: http://www.gijobs.com/employers-for-veterans/windstream-holdings-inc/.
B. ENERGY		
Advanced Reactor Concepts LLC	http://www.ARCnuclear.com	
AECOM	http://www.aecom.com See: http://www.aecom.com/careers/diversity-inclusion/	According to AECOM's website, diversity and inclusion, including military and veteran status, are embedded in the company's core values.
Alabama Power Co. (Southern Company)	http://southerncompany-veterans.jobs/	Alabama Power Co. (Southern Company) has been designated as "the highest-ranked U.S. utility" on gijobs.com's Top 100 Military Friendly Employers list for six consecutive years. The company has also been recognized as a Top 10 Company for Veterans by Diversity, Inc., as a Most Valuable Employer by CivilianJobs, and a Best for Vets Employer by *Military Times EDGE.* Troops to Energy Jobs employer
ALLETE	http://www.allete.com/Careers	Troops to Energy Jobs employer

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Alliant Energy	http://www.alliantenergy.com/Careers/	Troops to Energy Jobs employer
Ameren	https://www.ameren.com/careers/military-veterans	Troops to Energy Jobs employer
American Electric Power (AEP)	http://www.aep.com For more information, see: http://www.aep.com/careers/militaryfriendly.aspx.	AEP has been recognized by GI Jobs magazine as one of the most military-friendly employers in the U.S. AEP actively seeks military veterans desiring to enter the electric utility workforce. Troops to Energy Jobs employer
American Nuclear Insurers	https://www.amnucins.com	
American Trans-mission Co	http://www.atcllc.com/careers/	Troops to Energy Jobs employer
Appendix R Solutions, Inc	http://www.ars-corp.net	
Argonne National Laboratory	http://www.anl.gov	
Arkansas River Power Authority	http://www.arpapower.org/careers/	Troops to Energy Jobs employer
AREVA Inc.	http://us.areva.com/EN/home-494/build-your-career-at-new-areva.html	AREVA's website states that it can put military training and leadership skills to work in support of the nuclear energy industry. Veterans starting work at AREVA are matched with a mentor who is also a military veteran to ease the transition to a corporate environment. On AREVA's website, veterans also can find lists of the skill sets AREVA desires, listed by armed forces specialty code. Troops to Energy Jobs employer
AREVA Nuclear Materials LLC	http://www.us.areva.com	
Arizona Public Service Company (APS)	https://www.aps.com/en/ourcompany/careers/ troopstoenergyjobsprogram/Pages/home.aspx	Troops to Energy Jobs employer

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Associated Electric Cooperative	https://www.aeci.org/careers/	Troops to Energy Jobs employer
Association of Illinois Electric Cooperatives	https://aiec.coop/careers/	Troops to Energy Jobs employer
Atlanta Gas Light (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer
AVANGRID	https://www.avangrid.com/wps/portal/avangrid/peopleandtalent/careercenter	Troops to Energy Jobs employer
Avista Utilities	https://www.avistautilities.com/inside/pages/default.aspx	Troops to Energy Jobs employer
Bandera Electric Cooperative	http://www.banderaelectric.com/careers/	Troops to Energy Jobs employer
Berkshire Hathaway Energy	http://berkshirehathawayenergyco.com/about-us/careers/military	Troops to Energy Jobs employer
Bernhard Capital	http://www.bernhardcapital.com	Password protected
BHI Energy	http://www.bartlettinc.com	
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources	Troops to Energy Jobs employer
Bonneville Power	https://www.bpa.gov/careers/Pages/default.aspx	Troops to Energy Jobs employer
Booz Allen Hamilton	http://www.boozallen.com/	Booz Allen was founded by a veteran, and today one-third of employees have a military background. Booz Allen's Veteran Recruiting Center of Excellence engages with transitioning service members and veterans at job fairs, Transition Assistance Programs, and through social media. Partnerships with Student Veterans of America and USO Metro offer transition programs to help veterans explore career fields, gain credentials, and find employment.
BWX Technologies, Inc.	http://www.bwxt.com	

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Central Hudson Gas & Electric Corp.	https://www.cenhud.com/employment	Troops to Energy Jobs employer
Central Iowa Power Cooperative	http://careers.cooperative.com/c/copro.cfm?site_id=227&co=767639	Troops to Energy Jobs employer
Centrus Energy Corp.	http://www.centrusenergy.com	
Certrec Corporation	http://www.certrec.com	
Chattanooga Gas (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer
CHELCO	http://www.chelco.com/content/careers	Troops to Energy Jobs employer
Chicago Bridge & Iron (CB&I)	http://www.cbi.com	According to its website, CB&I is a military-friendly supporter of soldiers, veterans, and their spouses. The website, https://www.cbi.com/Careers/Jobs-in-North-America/U-S-Military-Veterans, offers a feature to translate current military skills into civilian equivalents, and a link to apply online for jobs that match a veteran's skills, experience, and interest.
ClearPath Action for Conservative Clean Energy	https://www.clearpath.org	
CLECO	https://www.cleco.com/careers	Troops to Energy Jobs employer
Coast Electric Power Association	http://coastepa.com/careers/	Troops to Energy Jobs employer
Colorado Springs Utilities	http://coloradospringsutilities.jobs/veterans/	Troops to Energy Jobs employer
Connecticut Yankee Atomic Power Company	http://www.connyankee.com	

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Core Defense Solutions	http://www.coredefense.net	
Constellation New Energy (Exelon Company)	http://www.constellation.com/about-us/careers.html	Troops to Energy Jobs employer
Consolidated Edison, Inc.	http://apps.coned.com/careers/	Troops to Energy Jobs employer
Consumers Energy	https://www.consumersenergy.com/company/careers/military-hiring	Troops to Energy Jobs employer
Content Enablers	https://www.contentenablers.com	
ConverDyn	http://www.converdyn.com	
Curtiss-Wright	http://www.curtisswright.com	
Dairyland Power Cooperative	http://www.dairynet.com	
Day & Zimmermann Power Services	http://www.dayzim.com	
Dayton Power & Light	https://www.dpandl.com/about-dpl/careers/	Troops to Energy Jobs employer
Devon Energy Corp	http://www.devonenergy.com/careers/military-recruiting	Devon has been named a Most Valuable Employer (MVE) for Military by CivilianJobs.com for three years in a row. See https://careers.devonenergy.com/viewalljobs/ to search for jobs by location or key word.
Dominion Energy	https://careers.dominionenergy.com/content/Military-and-Veterans/?locale=en_US See also: https://www.dominionenergy.com/military To find jobs, click on the "careers" link at the top of the page of the website or see https://careers.dominionenergy.com/.	According to this veteran-specific website, one in five of Dominion's new hires are veterans. This company was selected as one of *Military Times'* "Best for Vets: Employers 2017." The website includes a link to O*Net Online, which provides a military crosswalk, matching military occupations and skills to civilian jobs. Dominion also includes a "related military occupations" section in job postings to help veterans find applicable positions more easily. Dominion operates in Idaho, North Carolina, Ohio, Utah, Virginia, West Virginia, and Wyoming. Troops to Energy Jobs employer

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Duke Energy	https://www.duke-energy.com/our-company/careers	Opportunities for veterans at Duke Energy exist in the professional, skilled craft, and customer service areas. Troops to Energy Jobs employer
Duquesne Light Company	https://www.duquesnelight.com/company/about/careers/veterans	Duquesne Light Company was named a winner for the 2017 Most Valuable Employer by RecruitMilitary.com for its recruiting, training, and retention plans that serve military members and veterans. Duquesne's veteran initiative is known as the SERVICE program (Search Engage Recruit Veterans into Civilian Employment).
DTE Energy Co.	http://dteenergy-veterans.jobs/	Troops to Energy Jobs employer
East Kentucky Electric Power Cooperative	https://www.ekpc.coop/whychooseekpc.html	Troops to Energy Jobs employer
Eaton	http://www.gijobs.com/employers-for-veterans/eaton/	Eaton is a power management company with 2015 sales of $20.9 billion. It provides energy-efficient solutions that help customers effectively manage electrical, hydraulic and mechanical power more efficiently, safely and sustainably. It has approximately 97,000 employees and sells products to customers in more than 175 countries. It is listed as a "sponsored" employee on Gijobs.com's website.
Edlow International Company	http://www.edlow.com	
Electric Cities of Georgia	https://ecoga.org/about/careers	Troops to Energy Jobs employer
ElectriCities of North Carolina	http://hc.electricities.org/	Troops to Energy Jobs employer
Elkton Gas (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer

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Elizabethtown Gas (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer
ENERCON	http://www.enercon.com Job openings: https://chj.tbe.taleo.net/chj06/ats/careers/jobSearch.jsp?cws=1&org=ENERCON2	
Energy Fuels Inc.	http://www.energyfuels.com	Energy Fuels has operations in Colorado, Wyoming, Utah, Arizona, and New Mexico. To submit a resume, see: http://www.energyfuels.com/corporate/careers/.
Energy Northwest	https://www.energy-northwest.com/whoweare/joinourteam/Pages/Careers.aspx	Energy Northwest is committed to hiring military talent and is an active participant in Troops to Energy Jobs as well as Washington State's veterans hiring initiative called YesVets. For more information, see: https://www.energy-northwest.com/whoweare/joinourteam/Pages/veterans.aspx. Troops to Energy Jobs employer
Energy Resources International, Inc.	http://www.energyresources.com	
EnergySolutions	http://www.energysolutions.com See also: http://www.energysolutions.com/jobs/	EnergySolutions is an international nuclear services company operating in the U.S., Canada, and Japan. Areas of operation include the safe recycling, processing, and disposal of nuclear material.
Engineering Planning and Management, Inc.	http://www.epm-inc.com/ See also: https://www.epm-inc.com/index.php/careers/employment-opportunities	
Entergy Corporation	http://www.entergy.com/careers/veterans.aspx	Troops to Energy Jobs employer
Entergy Operations, Inc.	http://www.entergy.com	

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Eugene Water & Electric Board	http://www.eweb.org/jobs	Troops to Energy Jobs employer
Eversource Energy	https://jobs.eversource.com/military	Troops to Energy Jobs employer
EXCEL Services Corporation	http://www.excelservices.com	
Exelon Corporation	http://www.exeloncorp.com/careers/opportunities-for-military-veterans	This military-specific job search website includes a Military Skills Translator. This company was selected as one of *Military Times'* "Best for Vets: Employers 2017." Troops to Energy Jobs employer
Federation of Electric Power Companies of Japan	http://www.fepc.or.jp	
FirstEnergy	https://www.firstenergycorp.com/careers/military.html See also: http://www.gijobs.com/employers-for-veterans/firstenergy-corp/	FirstEnergy is dedicated to safety, reliability and operational excellence. Headquartered in Akron, Ohio, FirstEnergy includes one of the nation's largest investor-owned electric systems; more than 24,000 miles of transmission lines that connect the Midwest and Mid-Atlantic regions; and a diverse generating fleet with a total capacity of nearly 17,000 megawatts. It is a "sponsored" employee on Gijobs.com's website. Troops to Energy Jobs employer
Florida City Gas (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer
Florida Power & Light (NextEra)	http://www.nexteraenergy.com/careers/ For jobs, see: https://jobs.nexteraenergy.com/viewalljobs.	According to its website, NextEra provides opportunities that allow veterans to transfer skills learned in the military to a job at NextEra. Troops to Energy Jobs employer
Fluor Corporation	http://www.fluor.com	

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FMC Technologies	http://careers.fmctechnologies.com/en/Job%20Search%20Results.aspx	This company was selected as one of Military Times' "Best for Vets: Employers 2017."
Full On Communications LLC	http://www.fulloncom.com	
Gainesville Regional Utilities	See also: https://www.governmentjobs.com/careers/gainesville	The City of Gainesville, FL encourages veterans to apply for job openings. According to its website, Veterans Preference ensures that veterans are given consideration throughout the candidate selection process. Troops to Energy Jobs employer
General Electric	https://www.ge.com/careers/culture/veterans	One in every 13 U.S. employees at GE is a veteran. GE created a Veterans Network (GEVN) web portal to help veterans build successful civilian careers at GE, provide support to reservists and their families during deployment, and more. A *Washington Post* November 11, 2013, article ranked GE highly among large companies that hire veterans. Also, in 2014, GE was ranked second on Bright's veteran hiring index.
GE Hitachi Nuclear Energy	http://www.ge-energy.com/nuclear	
Georgia Power (Southern Company)	http://southerncompany-veterans.jobs/ See also: http://www.southerncompany.com/military	Troops to Energy Jobs employer
Great River Energy	http://greatriverenergy.com/company/careers/a-rewarding-career-choice/ See veteran-specific resources at: http://greatriverenergy.com/company/careers/supporting-our-veterans.	According to its website, approximately 14 percent of Great River Energy's employees have self-identified as veterans. In 2017, Great River Energy received official designation as a Yellow Ribbon Company. Opportunities for veterans include support for ongoing military service obligations and the Veteran Resource Group, which exists to recruit, retain, and support veterans and their families. Troops to Energy Jobs employer
Greystone Power	http://www.greystonepower.com/careers/	Troops to Energy Jobs employer

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Gulf Power (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer
Hawaiian Electric Company	https://www.hawaiianelectric.com/careers	Troops to Energy Jobs employer
Holtec International	http://www.holtecinternational.com	
Huntington Ingalls Industries	http://www.huntingtoningalls.com For more information, see: http://www.huntingtoningalls.com/employees/still-shaping-freedom-2017/.	Twenty percent of Huntington Ingalls new hires since Veterans Day 2016 have been veterans. The company employs over 6,300 veterans and seeks veterans with experience in communications, electronics, engineering, fabrication, information technologies, logistics, machining, vehicle repair, and support operations.
Idaho National Laboratory	http://www.inl.gov	
Indianapolis Power & Light	https://www.iplpower.com/Our_Company/Employment/	Troops to Energy Jobs employer
International Brotherhood of Electrical Workers	http://www.ibew.org	
International Isotopes Idaho, Inc.	http://www.intisoid.com/	
International Technology and Trade Associates, Inc.	http://www.itta.com	
Ironworker Management Progressive Action Cooperative Trust	http://www.impact-net.org	
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers	Troops to Energy Jobs employer

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Japan Atomic Energy Agency	https://www.jaea.go.jp/english/	
Japan Bank for International Cooperation	http://www.jbic.go.jp/en/index.html	
JEA	https://www.jea.com/Careers/	Troops to Energy Jobs employer
JENSEN HUGHES	http://www.erineng.com	
Kairos Power, LLC	http://kairospower.com For a list of jobs, see: https://kairospower.com/careers/.	
Kansas City Power & Light	http://www.kcpl.com/about-kcpl/careers	Troops to Energy Jobs employer
LeBlond and Associates, LLC	http://www.leblondassociates.com/	
Lightbridge Corporation	https://www.ltbridge.com/.com For available career opportunities, see: https://ltbridge.com/leadership/company/careers/job-opportunities/.	Lightbridge is defined by the fundamental values of integrity, responsibility, teamwork, and unparalleled service.
Lincoln Electric System	http://www.les.com/careers To search for open positions, see: https://career8.successfactors.com/career?company=C0000166626T1.	Troops to Energy Jobs employer
Longenecker & Associates, Inc.	http://www.longenecker-associates.com/	
Luminant	https://www.luminant.com/ https://efh.wd5.myworkdayjobs.com/en-US/luminant_careers	Troops to Energy Jobs employer
Madison Gas & Electric	https://www.mge.com/careers/	Troops to Energy Jobs employer

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Maine Yankee Atomic Power Company	http://www.maineyankee.com	
MCR Performance Solutions, LLC	http://www.mcr-group.com	
Metcalfe PLLC	http://www.metcalfepllc.com	
MidAmerican Energy	https://www.midamericanenergy.com/veterans-opportunities.aspx For available positions, see: https://www.midamericanenergy.com/available-positions.aspx.	According to its website, MidAmerican Energy recruits candidates with military experience for a variety of positions throughout the organization. Its website also offers a tool to help translate military occupation codes into civilian equivalents. Troops to Energy Jobs employer
Mississippi Power Co. (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer
Mitsubishi Nuclear Energy Systems, Inc.	http://www.mhi.co.jp/en/index.html	
Montana-Dakota Utilities	http://www.montana-dakota.com/utility-menu/careers	Troops to Energy Jobs employer
MPR Associates, Inc.	http://www.mpr.com For career opportunities, see: http://www.mpr.com/careers/experienced-recruiting.	MPR seeks both engineering and non-engineering professionals.
Mt. Carmel Public Utility Company	https://mtcpu.com/	Troops to Energy Jobs employer
NAC International	http://www.nacintl.com	

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National Grid	https://www.nationalgridus.com/Our-Company/Careers/ For more information, see: https://www.nationalgridus.com/Our-Company/Careers/Commitment-to-Veterans.	Since 2013, National Grid has increased its veteran hires from over 100 to 435 employees. National Grid uses the Troops to Energy Jobs website to match service members' skill sets with industry-related positions. National Grid also has a "buddy system," whereby new hires are assigned to an employee in their location who can provide advice, guidance, and information on corporate culture. The company also has a Veterans Employee Resource Group. It is a network that participates in community service activities and that helps the recruiting team by reviewing resumes and translating military language into words that civilian human resources personnel can better understand. Troops to Energy Jobs employer
Nebraska Public Power District	http://www.nppd.com/employment/military-transition/	The NPPD's website claims that it is a place where veteran skills can shine. In 2014, NPPD received the Employer Support of the Guard and Reserve's Above and Beyond Award for outstanding support of National Guard and Reserve forces. NPPD is also a sponsor of Nebraska: The Good Life for Veterans. Troops to Energy Jobs employer
New Jersey Resources	http://www.njresources.com/about/careers/index.asp	Troops to Energy Jobs employer
New York Nuclear Corporation	http://www.nynco.com	
New York Power Authority	http://www.nypa.gov/Careers/	Troops to Energy Jobs employer
Next Generation Nuclear Plant Industry Alliance	http://www.ngnpalliance.org	
Nicor Gas (Southern Company)	http://southerncompany-veterans.jobs/	Troops to Energy Jobs employer

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North America's Building Trades Unions	https://nabtu.org	
North Carolina Electric Membership Corporation	http://www.ncemcs.com/about/employment.htm	Troops to Energy Jobs employer
NorthWestern Energy	http://www.northwesternenergy.com/jobs	Troops to Energy Jobs employer
Nuclear Electric Insurance Limited	http://www.nmlneil.com	
NuScale Power, LLC.	http://www.nuscalepower.com	
Oak Ridge National Laboratory	http://www.ornl.gov	
The Oglethorpe Family of Companies	http://opc.com/careers/	Troops to Energy Jobs employer
Oklo Inc.	http://www.oklo.com	
Omaha Public Power District	http://www.oppd.com/about/careers-power-of-orange/	Troops to Energy Jobs employer
Oncor Electric Delivery Co.	http://www.oncor.com/EN/Pages/Careers.aspx	Troops to Energy Jobs employer
Otter Tail Power Company	https://www.otpco.com/employment/	Troops to Energy Jobs employer
Owen Electric Cooperative	https://careers.cooperative.com/c/copro.cfm?co=111863&msessid=8tzDb	Troops to Energy Jobs employer

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Pacific Gas & Electric Co.	http://careers.pge.com/ http://www.gijobs.com/employers-for-veterans/pacific-gas-and-electric-company/	Although it does not have a military-specific website, this company was also selected as one of *Military Times'* "Best for Vets: Employers 2017." It is also a "sponsored" employee on Gijobs.com's website. Troops to Energy Jobs employer
Pedernales Electric Cooperative	http://www.pec.coop/Home/Your_Cooperative/Careers.aspx	Troops to Energy Jobs employer
Pepco Holdings	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Exelon provides interview tips for candidates with military experience at: http://www.exeloncorp.com/careers/Documents/InterviewTips_military.pdf.	According to its website, Exelon believes in hiring those who have served in the military. Exelon participates in military recruiting fairs, advertises in military publications, and partners with Transition Assistance Program offices. Troops to Energy Jobs employer
Philadelphia Gas Works	https://www.pgworks.com/residential/careers	Troops to Energy Jobs employer
Pike Corp.	http://www.pike.com/#careers	Troops to Energy Jobs employer
Polimaster Inc.	http://www.polimaster.us	
Portland General Electric	https://www.portlandgeneral.com/careers	Troops to Energy Jobs employer
PPL Corporation	https://www.pplweb.com/careers/	
PNM Resources	http://www.pnmresources.com/careers.aspx	Troops to Energy Jobs employer
Precision Custom Components	http://www.pcc-york.com	
Premier Power	http://premierpower.us/join-our-team/	Troops to Energy Jobs employer
PSEG Nuclear LLC	http://www.pseg.com	

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Public Service Enterprise Group (PSEG)	https://www.pseg.com/info/careers/military.jsp	According to its website, PSEG values the work ethic and technical skills learned during military service. PSEG Vets is a group that provides support and useful information to veterans and to active, guard, and reserve military personnel. PSEG also provides additional benefits to those who have an active commitment to the military. Its website provides links to translators that convert military occupation codes into civilian equivalents. Troops to Energy Jobs employer
Radiation Safety & Control Services, Inc.	http://radsafety.com	
Rolls-Royce Plc	http://www.rolls-royce.com For career opportunities, see: http://careers.rolls-royce.com/rest-of-the-world/commercial-and-business?country=usa#our-benefits.	Rolls-Royce designs, develops, manufactures, and services integrated power systems for use on land, air, and sea.
Riverside Public Utilities	http://www.riversideca.gov/utilities/ For more information, see: http://www.riversideca.gov/human/PnP/PDF/Veterans%20Preference%20Policy%20I-15.pdf For job openings with the City of Riverside, CA, see: https://www.governmentjobs.com/careers/cityofriversideca.	The City of Riverside, CA, has a policy regarding veterans preference. Troops to Energy Jobs employer
Sacramento Municipal Utility District (SMUD)	https://www.smud.org/en/about-smud/careers/military-outreach.htm For current job openings, see: https://sjobs.brassring.com/TGWebHost/home.aspx?partnerid=25810&siteid=5203.	According to its website, SMUD is committed to reaching out to veterans and claims that veterans' skills are a great fit for the organization. The website offers tips for applying for a civilian job and links to other veterans resources. Troops to Energy Jobs employer
Safe Fire Detection, Inc.	http://www.safefiredetection.com	

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San Diego Gas & Electric (Sempra Energy)	http://www.sempra.com/careers/	Troops to Energy Jobs employer
SCANA Corp.	https://www.scana.com/careers	Troops to Energy Jobs employer
ScottMadden, Inc.	http://www.scottmadden.com	
Shell Oil	http://www.shell.us/careers/military-veterans.html#vanity-aHR0cDovL3d3dy5zaGVsbC51cy9taWxpdGFyeQ	This is a military-specific website. Shell was also selected as one of *Military Times'* "Best for Vets: Employers 2017."
SolarCity	http://www.solarcity.com/careers/military	Solar City has hired more than 300 veterans and claims to be actively recruiting.
South Carolina Electric & Gas Company	https://www.sceg.com	
South Jersey Industries	https://www.sjindustries.com/careers/why-sji	Troops to Energy Jobs employer
South Texas Project Nuclear Operating Company	http://www.stpegs.com/#/opportunities	Troops to Energy Jobs employer
Southern California Edison Co.	http://www.edison.com/home/careers/life-at-edison/veterans-at-edison.html	According to its website, Southern California Edison Co. encourages veterans to apply for jobs, and 6 percent of employees are veterans. Southern California Edison Co. also participates in the Department of Defense's Employer Support of the Guard and Reserve program. The company offers military leave benefits and has an employee resource group called Valor, which offers opportunities to get involved and give back. Troops to Energy Jobs employer
Southern Nuclear Operating Company	http://southerncompany-veterans.jobs	

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Southwest Gas Corporation	https://www.swgas.com/en/employment	Troops to Energy Jobs employer
Strategic Talent Solutions	http://www.strattalent.com	
Structural Integrity Associates, Inc.	http://www.structint.com	
Studsvik Scandpower, Inc.	http://www.studsvik.com/ssp	
Sunflower Electric Power Corporation	https://www.sunflower.net/careers/	
Tacoma Power	https://www.mytpu.org/jobs/	Troops to Energy Jobs employer
Talen Energy Corporation	https://www.talenenergy.com/about-us/careers	
TENAM Corporation	http://www.tenam-usa.com	
Tennessee Valley Authority	https://www.tva.gov/Careers See also: https://www.tva.gov/Careers/Veteran-Opportunities	According to its website, TVA actively recruits veterans for positions and serves as a resource for those seeking employment across the energy sector. Troops to Energy Jobs employer
TerraPower LLC	http://www.TerraPower.com	
Toshiba America Energy Systems Corporation	http://www.toshiba.co.jp For career opportunities, see: https://recruiting.adp.com/srccar/public/RTI.home?c=1144211&d=TAES.	Toshiba provides services for the power generation industry in the Americas.
Trade Tech, LLC	http://www.tradetech.com	
Transatomic Power	http://www.transatomicpower.com/jobs/	

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Tri-State Generation and Transmission Association	https://www.tristategt.org/careers	
Tucson Electric Power Co. (UNS Energy)	https://www.tep.com/careers/opportunities/#veterans	According to its website, Tucson Electric Power Co. has a wide variety of jobs for military veterans with compatible skills and actively recruits veterans. 11 percent of employees are military veterans. Troops to Energy Jobs employer
UGI Utilities, Inc.	https://www.ugi.com/about-us/careers/	Troops to Energy Jobs employer
United Association	https://www.uavip.org/	
United Illuminating (AVANGRID)	https://www.avangrid.com/wps/portal/avangrid/peopleandtalent/careercenter	Troops to Energy Jobs employer
United States Energy Association, Inc.	http://www.usea.org	
Ur-Energy Inc.	http://www.ur-energy.com To search for job openings, see: http://www.ur-energy.com/careers/.	
Uranium Energy Corp	http://www.uraniumenergy.com	
Uranium Markets LLC	http://www.uraniummarkets.com	
UxC	http://www.uxc.com/	
Valero Energy	https://www.valero.com/en-us/Careers	Valero Energy, a Fortune 500 company that manufactures and markets petrochemical products, was ranked third on Bright's veteran hiring index in 2014. See: https://onlinempa.unc.edu/5-companies-getting-veterans-back-to-work/.
Vectren Corporation	https://www.vectren.com/careers	Troops to Energy Jobs employer

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Virginia, Maryland & Delaware Association of Electric Cooperatives	http://vmdaec.com/ For career opportunities, see: http://www.vmdaec.com/content/available-positions.	Troops to Energy Jobs employer
Virginia Natural Gas (Southern Company)	http://southerncompany-veterans.jobs/ https://www.virginianaturalgas.com/about-us/careers	VNG is a Virginia Values Veterans certified company recognized for its ongoing efforts to strengthen its workforce by creating opportunities for transitioning and retired military personnel. In September 2017, VNG began a new workforce initiative that trains veterans to fill the growing need for skilled workers in the natural gas industry offered in coordination with Tidewater Community College. Graduates receive a certification from the Virginia Gas Operators Association and have the opportunity to network with VNG and natural gas contractor personnel.
Wabash Valley Power Association	http://www.wvpa.com/about-wvpa/careers	Troops to Energy Jobs employer
Washington Gas	http://www.wgl.com/careers	Troops to Energy Jobs employer
Waste Control Specialists LLC	http://www.wcstexas.com	
WEC Energy Group	https://www.wecenergygroup.com/careers/index.htm	Troops to Energy Jobs employer
Westar Energy	https://www.westarenergy.com/military-outreach	According to its website, Westar Energy values the unique skillset that military service provides. Westar Energy encourages veterans to visit its website and apply for jobs. In addition to Troops to Energy Jobs, Westar Energy partners with several other military programs, including the Army Partnership for Youth Success program, Hero 2 Hired, and the Military Veteran project. Westar Energy also has a Military Job Shadow program for those transitioning out of the military and interested in pursuing a career at Westar Energy. Troops to Energy Jobs employer
Westinghouse Electric Company	http://www.westinghousenuclear.com	
Winston & Strawn LLP	http://www.winston.com	

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Wisconsin Electric Cooperative Association	http://www.weca.coop/coop-openings	Troops to Energy Jobs employer
Wolf Creek Nuclear Operating Corporation	http://wolfcreekplant.com/job-opportunities/	Troops to Energy Jobs employer
Wyoming Statewide Association of Rural Cooperatives	http://wyomingrea.org/	Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ See also: https://www.xcelenergy.com/Company/Careers/Veterans	Troops to Energy Jobs employer This website is dedicated to military hires and locates jobs based on the Xcel Energy state of the applicant's residence. Xcel operates in Colorado, Michigan, Minnesota, New Mexico, North Dakota, South Dakota, Texas, and Wisconsin. This company was selected as one of *Military Times'* "Best for Vets: Employers 2017." It is also a "sponsored" employee on gijobs.com's website: http://www.gijobs.com/employers-for-veterans/xcel-energy/.
X Energy, LLC	http://www.x-energy.com/	
Yellowstone Energy	https://www.yellowstone.energy/ Note: Website unavailable as of April 2018.	

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C. WATER		
American Water	American Water is a "featured employer" on GI Jobs website, http://www.gijobs.com/employers-for-veterans/american-water/.	This is a dedicated military veteran page. In October 2016, American Water signed an agreement with the U.S. Army's Partnership for Youth Success (PaYS) program. As a PaYS Partners, American Water guarantees soldiers an interview and possible employment after their Army commitment. Additionally, American Water has instituted a military leave policy that offers paid leave to military employees (union and non-union) who take leave (usually 10 days) for reserve training, and has initiated a group for American Water Military Veterans. The goals of this group are to identify and recognize veterans currently working within American Water and to establish a mentor network connecting new hires with a military background to senior employees within the company who can act as mentors. American Water also has taken part in an Employer Support of the Guard and Reserve (ESGR) signing ceremony, which was held on Tuesday, June 13, 2017, and has developed a Military Veteran Transition Guide to assist incoming/transitioning military veterans to American Water's workforce and culture.
American States Water Company	http://www.aswater.com/careers.html	A utility holding company with two subsidiaries: Golden State Water Company (GSWC) and American States Utility Services, Inc. (ASUS). GSWC provides water and electric utility service in California, whereas ASUS provides operations, maintenance and construction management services for water and wastewater systems located on military bases throughout the country. Every year, GSWC attends job fairs catered to veterans as further outreach for employment opportunities. In addition, GSWC has policies in place to support military duty for its employees. ASUS has more of a focus on veteran hiring; approximately 16 percent of the ASUS workforce are either veterans or current reservists, and there is a goal to increase that percentage.

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Aqua America	https://aquaamericacareers.silkroad.com/	Although the company does not have a veteran-specific website, Aqua combines sourcing of veterans and marketing and communication of Aqua's brand to veterans and vendors. Aqua has included its recruitment marketing ads in several veterans publications.
Baton Rouge Water Company	http://www.brwater.com/about/employment-opportunities.html	Does not have a formal veterans program, but it is very supportive of veterans as well as its Guard and Reserve members' needs.
California Water Group	https://www.calwatergroup.com/careers/	Veteran Support Programs: Supplier diversity: Cal Water's Supplier Diversity program supports the California Public Utility Commission's targeted goal to source 1.5 percent of Cal Water's annual procurement from disabled veteran-owned businesses. Workforce diversity: Cal Water actively recruits veterans. According to its website, Cal Water offers careers in California, Hawaii, New Mexico, and Washington. All of Cal Water's external job postings get posted on a number of diversity focused job boards, including those targeting veterans. Cal Water has partnered with military and veteran staffing agencies and has attended several military recruitment conferences where decision-makers are brought to discuss available opportunities at Cal Water.
CH2M	https://www.ch2m.com/careers	Partners with governments, businesses, communities, and organizations to solve infrastructure and natural resources challenges. CH2M has an active military recruiting program.
The Connecticut Water Company	https://www.ctwater.com/careers/career-opportunities	Has made concerted efforts to recruit veterans through targeted recruiting advertisements. Connecticut Water has had very positive experiences with a number of employee veteran hires who have brought great skills and abilities, particularly strong leadership skills, to the organization.

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EPCOR	https://www.epcor.com/about/careers/Pages/default.aspx	Currently employs 24 veterans, or 8 percent of its workforce. EPCOR's human resources personnel focuses on several areas as part of its recruiting process to specifically target veterans. EPCOR uses contacts within the military community to network with other military-affiliated groups to publicize the company's name to the military community. Key activities include: participating on employer panels as part of Transition Assistance Program classes at Luke Air Force Base, attending military-related career fairs at Luke Air Force Base and the University of Phoenix stadium, publishing job openings on Air Force base job boards and e-mail blasts, and submitting job openings to the Veterans Workforce Specialists who work for the state of Arizona.
Middlesex Water Company	http://www.middlesexwater.com/careers	Has had several employees over time who were active reservists. These employees are provided with considerable support both when they are on reserve assignments and when deployed on active duty. Veterans are given serious consideration in the hiring process.
San Jose Water Company	https://www.sjwater.com/about_us/san_jose_water/careers	Posts job openings automatically to various veteran websites and attends veteran job fairs. SJWA currently employs a number of veterans and enjoys status as a Department of Defense "Patriotic Employer." SJWC also has an Affirmative Action Plan that addresses veterans.

II. BY STATE

Note: Companies listed previously are provided a short entry in the state section for convenience. More details about individual companies' programs can be found in Section I: By Company section.

PROGRAM/ COMPANY	URL/COMMENTS
ALABAMA	
Veteran's Program (Not Utility Specific)	State government website: http://www.va.state.al.us/
NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Alabama.pdf See the link for participating cities.

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Alabama Power Co. (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
Pike Corp.	http://www.pike.com/#careers Troops to Energy Jobs employer
Premier Power	http://premierpower.us/join-our-team/ Troops to Energy Jobs employer
Southern Nuclear	http://southerncompany-veterans.jobs/
ALASKA	
Veterans Program (Not Utility Specific)	State government website: http://jobs.alaska.gov/veterans/helmets-to-hardhats/ http://veteranrecruiting.com/jobs/alaska-ak https://www.hireaveteran.com/find-jobs/alaska-veteran-jobs/
NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/state/alaska/ See the link for participating cities.
ARIZONA	
Veterans Program (Not Utility Specific)	State government website: https://dvs.az.gov/ Employment/ training: https://dvs.az.gov/services/employment
NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Arizona.pdf See the link for participating cities.
Arizona Public Service Company (APS)	https://www.aps.com/en/ourcompany/careers/troopstoenergyjobsprogram/Pages/home.aspx Troops to Energy Jobs employer
Southwest Gas Corporation	https://www.swgas.com/en/employment Troops to Energy Jobs employer

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Tucson Electric Power Co. (UNS Energy)	https://www.tep.com/careers/opportunities/#veterans Troops to Energy Jobs employer
ARKANSAS	
Veterans Program (Not Utility Specific)	State government website: http://www.veterans.arkansas.gov/ Employment link: http://www.veterans.arkansas.gov/jobs
NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Arkansas.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
Arkansas River Power Authority	http://www.arpapower.org/careers/ Troops to Energy Jobs employer
Entergy Corporation	http://www.entergy.com/careers/veterans.aspx Troops to Energy Jobs employer
Premier Power	http://premierpower.us/join-our-team/ Troops to Energy Jobs employer
CALIFORNIA	
Veterans Program (Not Utility Specific)	State government website: https://www.calvet.ca.gov/ Jobs/ training: https://www.calvet.ca.gov/veteran-services-benefits/employment
NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-California.pdf See the link for participating cities.
Bonneville Power	https://www.bpa.gov/careers/Pages/default.aspx Troops to Energy Jobs employer
Core Defense Solutions	http://www.coredefense.net
JENSEN HUGHES	http://www.erineng.com

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Kairos Power, LLC	http://kairospower.com
Longenecker & Associates, Inc.	http://www.longenecker-associates.com/
Oklo Inc.	http://www.oklo.com
Pacific Gas & Electric Co.	http://careers.pge.com/ Troops to Energy Jobs employer
PG&E's "PowerPathway - Bridge to Utility Worker Program	http://www.pge.com/powerpathway/
Riverside Public Utilities	http://www.riversideca.gov/utilities/ Troops to Energy Jobs employer
Sacramento Municipal Utility District	https://www.smud.org/en/about-smud/careers/military-outreach.htm Troops to Energy Jobs employer
San Diego Gas & Electric (Sempra Energy)	http://www.sempra.com/careers/ Troops to Energy Jobs employer
Southern California Edison Co	http://www.edison.com/home/careers/life-at-edison/veterans-at-edison.html Troops to Energy Jobs employer
Structural Integrity Associates, Inc.	http://www.structint.com
Sacramento to Works – Sacramento Regional Veterans Energy Employment Project (A Training Program)	http://www.sacramentoworks.org/job-seekers/veap/ Sacramento Employment and Training Agency (SETA) collaborates with a defined network of employers and educational partners to cultivate industry-informed career pathways designed to help candidates prepare for jobs in the construction, energy, or utility industry. Program enrollment is limited and eligibility requirements apply. Due to the volume of applications received, only those who meet eligibility requirements will be contacted.
COLORADO	
Veterans Program (Not Utility Specific)	State government website: https://www.colorado.gov/dmva/ Division of Veterans Affairs webpage: http://vets.dmva.state.co.us/ http://vets.dmva.state.co.us/?page_id=387

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NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Colorado.pdf See the link for participating cities.
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
Colorado Springs Utilities	http://coloradospringsutilities.jobs/veterans/ Troops to Energy Jobs employer
ConverDyn	http://www.converdyn.com
Energy Fuels Inc.	http://www.energyfuels.com
Trade Tech, LLC	http://www.tradetech.com
TriState Generation and Transmission Association	https://www.tristategt.org/careers Troops to Energy Jobs employer
Ur-Energy Inc.	http://www.ur-energy.com
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
CONNECTICUT	
Veterans Program (Not Utility Specific)	State government website: http://portal.ct.gov/dva Employment/ training webpage: http://www.ctdol.state.ct.us/veterans/default.htm
American Nuclear Insurers	https://www.amnucins.com/
Connecticut Yankee Atomic Power Company	http://www.connyankee.com
Eversource Energy	https://jobs.eversource.com/military Troops to Energy Jobs employer
GE Hitachi Nuclear Energy	http://www.ge-energy.com/nuclear

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National Grid	https://www.nationalgridus.com/Our-Company/Careers/ Troops to Energy Jobs employer
United Illuminating (AVANGRID)	https://www.avangrid.com/wps/portal/avangrid/peopleandtalent/careercenter Troops to Energy Jobs employer
Uranium Markets LLC	http://www.uraniummarkets.com
DELAWARE	
Veterans Program (Not Utility Specific)	https://vethome.delaware.gov Employment webpage: http://delawarestatejobs.com/search/jobs.aspx?srch=Delaware%20Veterans%20Home&sort=agency&sortdir=1&loc=
NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Delaware.pdf See the link for participating cities.
Nuclear Electric Insurance Limited	http://www.nmlneil.com
Pepco Holdings	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
Virginia, Maryland & Delaware Association of Electric Cooperatives	http://vmdaec.com/ Troops to Energy Jobs employer
DISTRICT OF COLUMBIA	
Veterans Program (Not Utility Specific)	National Capital Regional Benefit Office Home: https://www.washingtondc.va.gov/ Employment webpage: https://www.va.gov/jobs/
NRECA Member Co-ops Participating in "Serve our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-DC.pdf See the link for participating cities.
AREVA Nuclear Materials LLC	http://www.us.areva.com
Edlow International Company	http://www.edlow.com
Energy Resources International, Inc.	http://www.energyresources.com

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Exelon Corporation	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
International Brotherhood of Electrical Workers	http://www.ibew.org
International Technology and Trade Associates, Inc.	http://www.itta.com
Ironworker Management Progressive Action Cooperative Trust	http://www.impact-net.org
Japan Atomic Energy Agency	https://www.jaea.go.jp/english/
Japan Bank for International Co-operation	http://www.jbic.go.jp/en/index.html
North America's Building Trades Unions	https://nabtu.org
TENAM Corporation	http://www.tenam-usa.com
The Federation of Electric Power Companies of Japan	http://www.fepc.or.jp
United States Energy Association, Inc.	http://www.usea.org
Washington Gas	http://www.wgl.com/careers Troops to Energy Jobs employer
Winston & Strawn LLP	http://www.winston.com
FLORIDA	
Veterans Program (Not Utility Specific)	http://floridavets.org/ Employment/ training webpage: http://floridavets.org/benefits-services/employment/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Florida.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
CHELCO	http://www.chelco.com/content/careers Troops to Energy Jobs employer

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Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
Florida City Gas (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
Florida Power & Light	http://www.nexteraenergy.com/careers/ Troops to Energy Jobs employer
Gainesville Regional Utilities	http://www.cityofgainesville.org/tabid/156/Default.aspx Troops to Energy Jobs employer
Gulf Power (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
JEA	https://www.jea.com/Careers/ See: https://www.jea.com/about/careers/veteran_appreciation/ JEA has a Veterans Appreciation program and a Veterans Preference program. Troops to Energy Jobs employer
Kissimmee Utility Authority Career Site	https://www.kuajobs.com/ Offers veterans preference in hiring.
Pike Corp.	http://www.pike.com/#careers Troops to Energy Jobs employer
GEORGIA	
Veterans Program (Not Utility Specific)	Georgia Department of Veterans Service: https://veterans.georgia.gov/ Employment webpage: http://team.georgia.gov/careers/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Georgia.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer

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Atlanta Gas Light (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
Electric Cities of Georgia	https://ecoga.org/about/careers Troops to Energy Jobs employer
ENERCON	http://www.enercon.com
Georgia Power Lineman Apprenticeship program at Fort Stewart, Ga.	Approved DOD SkillBridge program. A three-week on-base introduction into line work. The intent of the program is for transitioning soldiers to attend training and receive job skills that will qualify the soldiers to apply for positions that may become available with Georgia Power Company or within the electric utility line and substation industry.
Georgia Power (Southern Company)	http://southerncompany-veterans.jobs/ This company has a Senior Military Recruiting Consultant and also participates in the CEWD program. Its website also provides a military occupation code translator. Troops to Energy Jobs employer
Greystone Power	http://www.greystonepower.com/careers/ Troops to Energy Jobs employer
NAC International	http://www.nacintl.com
The Oglethorpe Family of Companies	http://opc.com/careers/ Troops to Energy Jobs employer
Pike Corp.	http://www.pike.com/#careers Troops to Energy Jobs employer
Troutman Sanders, LLP	http://www.troutmansanders.com
UxC	http://www.uxc.com/

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HAWAII	
Veterans Program (Not Utility Specific)	State of Hawaii Office of Veterans Services: http://dod.hawaii.gov/ovs/ Employment webpage: http://veteranjobs.stripes.com/jobs/by/state/HI/Hawaii
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Hawaii.pdf See the link for participating cities.
Hawaiian Electric Company	https://www.hawaiianelectric.com/careers Troops to Energy Jobs employer
IDAHO	
Veterans Program (Not Utility Specific)	Idaho Division of Veterans Services: http://www.veterans.idaho.gov/ Employment webpage: http://www.veterans.idaho.gov/employment-services
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Idaho.pdf See the link for participating cities.
Avista Utilities	https://www.avistautilities.com/inside/pages/default.aspx Troops to Energy Jobs employer
Berkshire Hathaway Energy	http://berkshirehathawayenergyco.com/about-us/careers/military Troops to Energy Jobs employer
Bonneville Power	https://www.bpa.gov/careers/Pages/default.aspx Troops to Energy Jobs employer
Mission43	http://www.mission43.org/ A partnership of the J.A. and Kathryn Albertson Family Foundation and three premier veterans organizations designed to give veterans and military spouses in Idaho the resources for a successful transition after leaving the service.
Idaho National Laboratory	http://www.inl.gov

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State of Idaho Veterans Services	http://veterans.idaho.gov/employment-services Has resources for veteran employment and education, including preferential employment for state jobs.
State Job Preference	http://labor.idaho.gov/dnn/idl/Businesses/EmployeeRecruitment/HireVeterans.aspx Idaho Code, Title 65, Chapter 505 requires all state, county, city, and other local governments and political subdivisions in Idaho to provide preference to qualified veterans applying for any government job except those held by so-called key employees, who are in at-will or non-classified positions for which no selection process is used. The Idaho Department of Labor has representatives who assist veterans with a wide variety of job- and education-related subjects.
State Veterans Services Agency	http://labor.idaho.gov/dnn/idl/JobSeekers/VeteransServices/VeteranReps.aspx Pamela Langley, Director, VA Employment/Training: langley.pamela.k@dol.gov, (208) 332-8946 ext. 3610
University of Idaho	http://www.uidaho.edu/current-students/operation-education/about-us Operation Education Scholarship Program for Veterans customized to meet veterans personal needs. Each individual plan will address the academic, home, social, and financial challenges veterans may encounter during transition to civilian life.
ILLINOIS	
Veterans Program (Not Utility Specific)	Illinois Department of Veterans: https://www.illinois.gov/veterans Employment webpage: https://www2.illinois.gov/sites/work/pages/default.aspx
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Illinois.pdf See the link for participating cities.
Ameren	https://www.ameren.com/careers/military-veterans Troops to Energy Jobs employer
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer

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American Transmission Co.	http://www.atcllc.com/careers/ Troops to Energy Jobs employer
Argonne National Laboratory	http://www.anl.gov
Association of Illinois Electric Cooperatives	https://aiec.coop/careers/ Troops to Energy Jobs employer
Exelon Corporation	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
LeBlond and Associates, LLC	http://www.leblondassociates.com/
MCR Performance Solutions, LLC	http://www.mcr-group.com
MidAmerican Energy	https://www.midamericanenergy.com/veterans-opportunities.aspx Troops to Energy Jobs employer
Mt. Carmel Public Utility Company	http://www.mtcpu.com/home.php Troops to Energy Jobs employer
Nicor Gas (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
Sargent & Lundy, LLC	http://www.sargentlundy.com
Strategic Talent Solutions	http://www.strattalent.com
INDIANA	
Veterans Program (Not Utility Specific)	Indiana Department of Veterans Affairs: www.in.gov/dva/ Employment webpage: http://www.in.gov/dva/veteranjobs.htm
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Indiana.pdf See the link for participating cities.

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American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
American Transmission Co.	http://www.atcllc.com/careers/ Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
Exelon Corporation	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
Indianapolis Power & Light	https://www.iplpower.com/Our_Company/Employment/ Troops to Energy Jobs employer
Premier Power	http://premierpower.us/join-our-team/ Troops to Energy Jobs employer
Vectren Corporation	https://www.vectren.com/careers Troops to Energy Jobs employer
Wabash Valley Power Association	http://www.wvpa.com/about-wvpa/careers Troops to Energy Jobs employer
IOWA	
Veterans Program (Not Utility Specific)	Iowa Veterans Home: https://ivh.iowa.gov/ Employment webpage: https://ivh.iowa.gov/careers
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Iowa.pdf See the link for participating cities.
Alliant Energy	http://www.alliantenergy.com/Careers/ Troops to Energy Jobs employer

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American Transmission Co.	http://www.atcllc.com/careers/ Troops to Energy Jobs employer
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
Central Iowa Power Cooperative	http://www.cipco.net/content/career-opportunities-0 Troops to Energy Jobs employer
Home Base Iowa	https://www.homebaseiowa.gov/ Connecting veterans to careers.
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
MidAmerican Energy	https://www.midamericanenergy.com/veterans-opportunities.aspx Troops to Energy Jobs employer
KANSAS	
Veterans Program (Not Utility Specific)	Kansas Commission on Veterans Affairs: http://kcva.ks.gov/ Employment webpage: http://admin.ks.gov/services/state-employment-center/job/job-postings
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Kansas.pdf See the link for participating cities.
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
Kansas City Power & Light	Troops to Energy Jobs employer
Sunflower Electric Power Corporation	https://www.sunflower.net/careers/ Troops to Energy Jobs employer

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Westar Energy	https://www.westarenergy.com/military-outreach Troops to Energy Jobs employer
Wolf Creek Nuclear Operating Corporation	http://wolfcreekplant.com/job-opportunities/ Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
KENTUCKY	
Veterans Program (Not Utility Specific)	Kentucky Department of Veterans Affairs: https://veterans.ky.gov/ Employment webpage: https://veterans.ky.gov/employmentinfo/Pages/default.aspx
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-Kentucky.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
East Kentucky Electric Power Cooperative	https://www.ekpc.coop/whychooseekpc.html Troops to Energy Jobs employer
Owen Electric Cooperative	https://careers.cooperative.com/c/copro.cfm?co=111863 Troops to Energy Jobs employer
PPL Corporation	https://www.pplweb.com/careers/
Premier Power	http://premierpower.us/join-our-team/ Troops to Energy Jobs employer
Tennessee Valley Authority	https://www.tva.gov/Careers Troops to Energy Jobs employer

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LOUISIANA	
Veterans Program (Not Utility Specific)	Louisiana Department of Veterans Affairs: https://www.vetaffairs.la.gov Employment webpage: https://www.vetaffairs.la.gov/resource-category/veteran-jobs/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Louisiana.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
Bernhard Capital	http://www.bernhardcapital.com
CLECO	https://www.cleco.com/careers Troops to Energy Jobs employer
Entergy Corporation	http://www.entergy.com/careers/veterans.aspx Troops to Energy Jobs employer
MARYLAND	
Veterans Program (Not Utility Specific)	Maryland Department of Veterans Affairs: http://veterans.maryland.gov/ Employment webpage: http://veterans.maryland.gov/category/services/jobs-and-training/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Maryland.pdf See the link for participating cities.
Advanced Reactor Concepts LLC	http://www.ARCnuclear.com
Centrus Energy Corp.	http://www.centrusenergy.com
Elkton Gas (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
EXCEL Services Corporation	http://www.excelservices.com
Exelon Corporation	http://www.exeloncorp.com/careers/opportunities-for-military-veterans

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FirstEnergy	https://www.firstenergycorp.com/careers/military.html Troops to Energy Jobs employer
Studsvik Scandpower, Inc.	http://www.studsvik.com/ssp
United Association	https://www.uavip.org/
Virginia, Maryland & Delaware Association of Electric Cooperatives	http://vmdaec.com/ Troops to Energy Jobs employer
Washington Gas	http://www.wgl.com/careers Troops to Energy Jobs employer
X Energy, LLC	http://www.x-energy.com/
MASSACHUSETTS	
Veterans Program (Not Utility Specific)	Massachusetts Department of Veterans Services: https://www.mass.gov/veterans-programs-and-services Employment webpage: http://www.mass.gov/veterans/employment-and-training/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/07/NRECA-Member-Cooperatives-in-Massachusetts.pdf See the link for participating cities.
AVANGRID	https://www.avangrid.com/wps/portal/avangrid/peopleandtalent/careercenter Troops to Energy Jobs employer
BHI Energy	http://www.bartlettinc.com
Engineering Planning and Management, Inc.	http://www.epm-inc.com/
National Grid	https://www.nationalgridus.com/Our-Company/Careers/ Troops to Energy Jobs employer
Transatomic Power	http://www.transatomicpower.com/
MICHIGAN	
Veterans Program (Not Utility Specific)	Michigan Veterans Affairs Agency: https://www.michiganveterans.com/ Employment webpage: https://www.michiganveterans.com/categories/Employment

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NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Michigan-1.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
American Transmission Co.	http://www.atcllc.com/careers/ Troops to Energy Jobs employer
Consumers Energy	https://www.consumersenergy.com/company/careers/military-hiring Troops to Energy Jobs employer
DTE Energy Co.	http://dteenergy-veterans.jobs/ Troops to Energy Jobs employer
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
Premier Power	http://premierpower.us/join-our-team/ Troops to Energy Jobs employer
Pure Michigan Talent Connect	http://www.mitalent.org/hire-a-vet Includes a program that helps employers hire vets and allows businesses to become "Certified Veteran-Friendly Employers."
MINNESOTA	
Veterans Program (Not Utility Specific)	Minnesota Department of Veterans Affairs: https://mn.gov/mdva/ Employment page: https://mn.gov/mdva/resources/employment/resourcesforveteransemployment.jsp
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECAMemberCooperativesinMinnesota.pdf See the link for participating cities.

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ALLETE	http://www.allete.com/Careers Troops to Energy Jobs employer
American Transmission Co.	http://www.atcllc.com/careers/ Troops to Energy Jobs employer
Great River Energy	http://greatriverenergy.com/company/careers/a-rewarding-career-choice/ Troops to Energy Jobs employer
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
Otter Tail Power Company	https://www.otpco.com/employment/ Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs Employer
MISSISSIPPI	
Veterans Program (Not Utility Specific)	Mississippi Veterans Affairs Board: http://www.vab.ms.gov/ Employment webpage: http://www.vab.ms.gov/ApprovedTrainingEstablishments.pdf
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Mississippi.pdf See the link for participating cities.
Coast Electric Power Association	http://coastepa.com/careers/ Troops to Energy Jobs employer
Entergy Operations, Inc.	http://www.entergy.com
Mississippi Power Co. (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
Next Generation Nuclear Plant Industry Alliance	http://www.ngnpalliance.org

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Tennessee Valley Authority	https://www.tva.gov/Careers Troops to Energy Jobs employer
MISSOURI	
Veterans Program (Not Utility Specific)	State government website: https://mvc.dps.mo.gov/ Employment webpage: https://mvc.dps.mo.gov/employment/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Missouri.pdf See the link for participating cities.
Missouri Chamber Federation & Operation Civilian Support	https://mochamber.com/join/federation/ https://www.facebook.com/operationcviliansupport/ The MCF is connecting with Operation Civilian Support. They have put together a program to help veterans re-enter the civilian workforce, including the utilities sector. The Federation is working on connecting this program with their network of over 100 local chambers across the state.
Missouri Energy Development Association	http://www.supplierdiversitytaskforce.com/ Member companies have formed a group called MEDA Business Diversity Committee. The committee was formed to proactively provide information to the Public Service Commission about efforts and dollars spent on procuring diverse suppliers. Member companies target veterans, disabled veterans, minorities, women, and the LGBT community.
Ameren	https://www.ameren.com/careers/military-veterans Troops to Energy Jobs employer
Associated Electric Cooperative	https://www.aeci.org/careers/ Troops to Energy Jobs employer
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
Kansas City Power & Light	http://www.kcpl.com/about-kcpl/careers Troops to Energy Jobs employer

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MONTANA	
Veterans Program (Not Utility Specific)	Montana Veterans Affairs: http://montanadma.org/montana-veterans-affairs Employment webpage: http://veteranjobs.stripes.com/jobs/by/state/MT/Montana
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Montana.pdf See the link for participating cities.
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
Bonneville Power	https://www.bpa.gov/careers/Pages/default.aspx Troops to Energy Jobs employer
Montana-Dakota Utilities	http://www.montana-dakota.com/utility-menu/careers Troops to Energy Jobs employer
NorthWestern Energy	http://www.northwesternenergy.com/jobs Troops to Energy Jobs employer
NEBRASKA	
Veterans Program (Not Utility Specific)	Nebraska Department of Veterans Affairs: https://veterans.nebraska.gov/ Employment webpage: https://veterans.nebraska.gov/employment
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Nebraska.pdf See the link for participating cities.
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
Lincoln Electric System	http://www.les.com/careers Troops to Energy Jobs employer
MidAmerican Energy	https://www.midamericanenergy.com/veterans-opportunities.aspx Troops to Energy Jobs employer

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Nebraska Public Power District	http://www.nppd.com/employment/military-transition/ Troops to Energy Jobs employer
NEVADA	
Veterans Program (Not Utility Specific)	Nevada Department of Veterans Services: http://www.veterans.nv.gov/ Employment webpage: http://www.veterans.nv.gov/page/Employment
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Nevada.pdf See the link for participating cities.
Berkshire Hathaway Energy	http://berkshirehathawayenergyco.com/about-us/careers/military Troops to Energy Jobs employer
Bonneville Power	https://www.bpa.gov/careers/Pages/default.aspx Troops to Energy Jobs Employer
Southwest Gas Corporation	https://www.swgas.com/en/employment Troops to Energy Jobs employer
NEW HAMPSHIRE	
Veterans Program (Not Utility Specific)	New Hampshire State Office of Veterans Services: https://www.nh.gov/nhveterans/ Employment webpage: https://www.nh.gov/nhveterans/benefits/employment.htm
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-New-Hampshire.pdf See the link for participating cities.
Eversource Energy	https://jobs.eversource.com/military Troops to Energy Jobs employer
National Grid	https://www.nationalgridus.com/Our-Company/Careers/ Troops to Energy Jobs employer

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Radiation Safety & Control Services, Inc.	http://www.radsafety.com
NEW JERSEY	
Veterans Program (Not Utility Specific)	New Jersey Veterans Affairs: http://www.nj.gov/military/veterans/ New Jersey Career Connections webpage: http://careerconnections.nj.gov/careerconnections/plan/support/njccsites/one_stop_career_centers.shtml
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-New-Jersey.pdf See the link for participating cities.
AECOM	http://www.aecom.com
American Water Eastern Division	https://amwater.com/corp/careers/diversity-inclusion/military-support Has an active program for recruiting veterans.
Constellation New Energy (Exelon Company)	http://www.constellation.com/about-us/careers.html Troops to Energy Jobs employer
Elizabethtown Gas (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
Holtec International	http://www.holtecinternational.com
New Jersey Resources	http://www.njresources.com/about/careers/index.asp Troops to Energy Jobs employer
Pepco Holdings	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
PPL Corporation	https://www.pplweb.com/careers/ Troops to Energy Jobs employer
PSEG Nuclear LLC	http://www.pseg.com
Public Service Enterprise Group (PSEG)	https://www.pseg.com/info/careers/military.jsp Troops to Energy Jobs employer

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South Jersey Industries	https://www.sjindustries.com/careers/why-sji Troops to Energy Jobs employer
NEW MEXICO	
Veterans Program (Not Utility Specific)	New Mexico Department of Veterans Services: http://nmdvs.org/ Employment webpage: http://nmdvs.org/on-the-job-trainingapprenticeships/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-New-Mexico.pdf See the link for participating cities.
PNM Resources	http://www.pnmresources.com/careers.aspx Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
NEW YORK	
Veterans Program (Not Utility Specific)	NYC Veterans: http://www1.nyc.gov/site/veterans/index.page Employment webpage: http://www1.nyc.gov/site/veterans/get-help/jobs.page
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-New-York.pdf See the link for participating cities.
AVANGRID	https://www.avangrid.com/wps/portal/avangrid/peopleandtalent/careercenter Troops to Energy Jobs employer
Central Hudson Gas & Electric Corp.	https://www.cenhud.com/employment Troops to Energy Jobs employer
Consolidated Edison, Inc.	http://apps.coned.com/careers/ Troops to Energy Jobs employer
Content Enablers	https://www.contentenablers.com

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FirstEnergy	https://www.firstenergycorp.com/careers/military.html Troops to Energy Jobs employer
National Grid	https://www.nationalgridus.com/Our-Company/Careers/ Troops to Energy Jobs employer
New York Nuclear Corporation	http://www.nynco.com
New York Power Authority	http://www.nypa.gov/Careers/ Troops to Energy Jobs employer
NORTH CAROLINA	
Veterans Program (Not Utility Specific)	State government website: http://milvets.nc.gov
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-North-Carolina.pdf See the link for participating cities.
NC Department of Military and Veterans Affairs	Employment webpage: https://www.milvets.nc.gov/services/employment
AREVA Inc.	http://us.areva.com/EN/home-1836/areva-inc-north-america-veterans-wanted.html Troops to Energy Jobs employer
ClearPath Action for Conservative Clean Energy	http://www.clearpath.org
Dominion Energy	https://careers.dominionenergy.com/content/Military-and-Veterans/?locale=en_US Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
ElectriCities of North Carolina	http://hc.electricities.org/ Troops to Energy Jobs employer
Metcalfe PLLC	http://www.metcalfepllc.com
Mitsubishi Nuclear Energy Systems, Inc.	http://www.mhi.co.jp/indexe.html

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North Carolina Electric Membership Corporation	http://www.ncemcs.com/about/employment.htm Troops to Energy Jobs employer
Pike Corp.	http://www.pike.com/#careers Troops to Energy Jobs employer
Safe Fire Detection, Inc.	http://www.safefiredetection.com
ScottMadden, Inc.	http://www.scottmadden.com
Tennessee Valley Authority	https://www.tva.gov/Careers Troops to Energy Jobs employer
NORTH DAKOTA	
Veterans Program (Not Utility Specific)	North Dakota Department of Veterans Affairs: http://www.nd.gov/veterans/ Employment webpage: http://www.nd.gov/veterans/benefit-type/employment
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-North-Dakota.pdf See the link for participating cities.
Montana-Dakota Utilities	http://www.montana-dakota.com/utility-menu/careers Troops to Energy Jobs employer
Otter Tail Power Company	https://www.otpco.com/employment/ Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
OHIO	
Veterans Program (Not Utility Specific)	Ohio Department of Veterans Services: http://dvs.ohio.gov/main/home.html Employment webpage: http://dvs.ohio.gov/main/veterans-jobs.html
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Ohio.pdf See the link for participating cities.

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American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
Dayton Power & Light	https://www.dpandl.com/about-dpl/careers/ Troops to Energy Jobs employer
Dominion Energy	https://careers.dominionenergy.com/content/Military-and-Veterans/?locale=en_US Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
FirstEnergy	https://www.firstenergycorp.com/careers/military.html Troops to Energy Jobs employer
OKLAHOMA	
Veterans Program (Not Utility Specific)	Oklahoma Department of Veterans Affairs: http://odva.ok.gov/ Employment webpage: https://www.ok.gov/oesc_web/Services/Workforce_Services/index.html State preference: Oklahoma Administrative Code section 260:25-9-130 gives certain preferences to veterans honorably discharged from the military.
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Oklahoma.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer

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Devon Energy Corporation	http://www.devonenergy.com/careers/military-recruiting http://www.devonenergy.com/careers/military-recruiting/junior-military-officer-program Has won several awards related to its military recruiting. Devon Energy's Junior Military Officer (JMO) program is designed to help military members transition into the civilian workforce while fully using the skills acquired while serving our nation. During this transition, JMOs will complete a fast-paced 12-month field and office rotational training program that allows them a unique opportunity to learn multiple facets of oil and gas exploration and production operations. Following the rotational training period, each engineer's final placement is in Devon's 50-story Oklahoma City, OK headquarters.
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
OREGON	
Veterans Program (Not Utility Specific)	Oregon Department of Veterans Affairs: http://www.oregon.gov/odva/Vets-Homes/Pages/default.aspx Employment webpage: http://www.oregon.gov/ odva/Benefits/Pages/Employment.aspx
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Oregon.pdf See the link for participating cities.
AVANGRID	https://www.avangrid.com/wps/portal/avangrid/peopleandtalent/careercenter Troops to Energy Jobs employer
Avista Utilities	https://www.avistautilities.com/inside/pages/default.aspx Troops to Energy Jobs employer

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Berkshire Hathaway Energy	http://berkshirehathawayenergyco.com/about-us/careers/military Troops to Energy Jobs employer
Eugene Water & Electric Board	http://www.eweb.org/jobs Troops to Energy Jobs employer
NuScale Power, LLC.	http://www.nuscalepower.com
Portland General Electric	https://www.portlandgeneral.com/careers Troops to Energy Jobs employer
Tacoma Power	https://www.mytpu.org/jobs/ Troops to Energy Jobs employer
PENNSYLVANIA	
Veterans Program (Not Utility Specific)	Pennsylvania Department of Military and Veterans Affairs: http://www.dmva.pa.gov/veteransaffairs/Pages/default.aspx Employment webpage: http://www.careerlinkpittsburgh.com/veterans-services/ and http://veteranjobs.stripes.com/jobs/by/state/PA/Pennsylvania
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Pennsylvania.pdf See the link for participating cities.
Apprenticeship Program	http://www.dli.pa.gov/Individuals/Workforce-Development/apprenticeship/Pages/default.aspx Through the Pennsylvania Department of Labor and Industry
Associated Electric Cooperative	http://recruiting.aeci.org/careers/ Troops to Energy Jobs employer
Consolidated Edison, Inc.	http://apps.coned.com/careers/ Troops to Energy Jobs employer
Curtiss-Wright	http://www.curtisswright.com
Day & Zimmermann Power Services	http://www.dayzim.com

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Duquesne veteran hiring initiative (SERVICE program)	https://www.duquesnelight.com/about/careers/veterans
Employer Support of the Guard and Reserve - Pennsylvania (Employer Outreach)	http://esgr.mil/About-ESGR/Contact/Local-State-Pages/pennsylvania.aspx
Exelon Corporation	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
FirstEnergy	https://www.firstenergycorp.com/careers/military.html Certain company programs have outreach to veteran organizations and work with career centers at partner colleges. The company leverages Troops to Energy Jobs and gijobs.com. The Allegheny Conference/ Imagine Pittsburgh in the Greater Pittsburgh, PA area has an offshoot program called "Service To Opportunity" (https://servicetoopportunity.org), focusing on transitioning military to help them find civilian jobs. First Energy has posted jobs to that site and also advertises its careers site in "The Griffon" publication (for members of the Army). The company is also a member of "Local Jobs Network" (LJN), an organization for all types of diversity, including veterans, where codes are added to every job posting. The company's recruiting office will be partnering with the Veterans & Allies EBRG for opportunities in this area, and its generation recruiter does 'specialize' in military recruiting since the Navy nuclear program aligns so strongly to SRO positions at nuclear sites. The company specifically targets military job fairs in partnership with TAP organizations (Pearl Harbor, HI; Groton, CT; Kings Bay, GA, Silverdale, WA; and Washington, DC) for this reason as well as many other positons. Has a specific military section on the careers website that connects to CEWD's Troops to Energy Jobs site, https://www.firstenergycorp.com/careers/military.
Fort Drum Military Hiring Fair with Allegheny Conference	http://explore.imaginepittsburgh.com/welcome Helping Veterans find jobs; training on moving veterans to Pittsburgh, PA area.
Goodwill Keystone Area (Employer Outreach)	http://www.yourgoodwill.org Troops to Energy Jobs employer

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Non-State Government Educational institutions/programs – Onward to Opportunity	https://onward2opportunity-vctp.org/ Their partnership with University's Institute for Veterans and Military Families: https://ivmf.syracuse.edu/.
PA Career Link	https://www.pacareerlink.pa.gov/PaCareerLink/Index.htm (Through the Pennsylvania Department of Labor and Industry)
PA Office of Vocational Rehabilitation	http://www.dli.pa.gov/individuals/disability-services/ovr/pages/default.aspx PPL Electric works with contacts at Allentown, PA office, organization has a veteran's component.
PA Serves	http://pittsburgh.americaserves.org/veteran-services/ Helping veterans and their families in the community by providing services.
Peoples Natural Gas	https://www.peoples-gas.com/careers/ Company has a newly created Employee Resource Group to provide comfort zone for newly hired employees who are veterans (internal website dedicated to information; welcome gifts from the company).
Pepco Holdings	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
Philadelphia Gas Works	https://www.pgworks.com/residential/careers Troops to Energy Jobs employer
PPL Corporation	https://www.pplweb.com/careers/ Troops to Energy Jobs employer See also PPL Vets – a PPL Electric business resource group that provides company job postings to local veterans networks. https://www.pplweb.com/careers/explore-opportunities/#military
Precision Components Corporation	http://www.pcc-york.com
Talen Energy Corporation	https://www.talenenergy.com/about-us-careers

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UGI Utilities, Inc.	https://www.ugi.com/about-us/careers/ Troops to Energy Jobs employer
Verizon	http://www.verizon.com/about/careers/contact-military-recruiter In-house military recruiters
Westinghouse Electric Company	http://www.westinghousenuclear.com
RHODE ISLAND	
Veterans Program (Not Utility Specific)	State of Rhode Island Office of Veterans Affairs: http://www.vets.ri.gov/
Eversource Energy	https://jobs.eversource.com/military Troops to Energy Jobs employer
National Grid	https://www.nationalgridus.com/Our-Company/Careers/ Troops to Energy Jobs employer
SOUTH CAROLINA	
Veterans Program (Not Utility Specific)	South Carolina Division of Veterans Affairs: http://va.sc.gov/ Employment webpage: http://operationpalmettoemployment.sc.gov/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-South-Carolina.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
Fluor Corporation	http://www.fluor.com
Pike Corp	http://www.pike.com/#careers Troops to Energy Jobs employer

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SCANA Corp.	https://www.scana.com/careers Troops to Energy Jobs employer
South Carolina Electric & Gas Company	https://sceg.com
SOUTH DAKOTA	
Veterans Program (Not Utility Specific)	South Dakota Department of Veterans Affairs: http://vetaffairs.sd.gov/ Employment webpage: http://vetaffairs.sd.gov/publicaffairs/Job%20Listings.aspx
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-South-Dakota.pdf See the link for participating cities.
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
MidAmerican Energy	https://www.midamericanenergy.com/veterans-opportunities.aspx Troops to Energy Jobs employer
Montana-Dakota Utilities	http://www.montana-dakota.com/utility-menu/careers Troops to Energy Jobs employer
NorthWestern Energy	http://www.northwesternenergy.com/jobs Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
TENNESSEE	
Veterans Program (Not Utility Specific)	Tennessee Department of Veterans Services: https://www.tn.gov/veteran.html Employment webpage: https://www.tn.gov/workforce/jobs-and-education/services-by-group/services-by-group-redirect/job-placement-for-veterans.html
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Tennessee.pdf See the link for participating cities.

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Chattanooga Gas (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
Oak Ridge National Laboratory	http://www.ornl.gov
Tennessee Valley Authority	https://www.tva.gov/Careers Troops to Energy Jobs employer
Yellowstone Energy	https://www.yellowstone.energy/ Note: Website unavailable as of April 2018.
TEXAS	
Veterans Program (Not Utility Specific)	Texas Veterans Portal: https://veterans.portal.texas.gov/ Employment webpage: https://veterans.portal.texas.gov/employment/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Texas.pdf See the link for participating cities.
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
Booz Allen Hamilton	http://www.boozallen.com/
Certrec Corporation	http://www.certrec.com
Chicago Bridge & Iron (CB&I)	http://www.cbi.com
International Isotopes Idaho, Inc.	http://www.intisoid.com/
MidAmerican Energy	https://www.midamericanenergy.com/veterans-opportunities.aspx Troops to Energy Jobs employer
Montana-Dakota Utilities	http://www.montana-dakota.com/utility-menu/careers Troops to Energy Jobs employer

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NorthWestern Energy	http://www.northwesternenergy.com/jobs Troops to Energy Jobs employer
Saulsbury Industries	https://www.saulsbury.com/
Uranium Energy Corp.	http://www.uraniumenergy.com
Waste Control Specialists LLC	http://www.wcstexas.com
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
UTAH	
Veterans Program (Not Utility Specific)	Utah Department of Veterans & Military Affairs: https://veterans.utah.gov/ Employment webpage: https://veterans.utah.gov/employment/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Utah-v1.pdf See the link for participating cities.
Berkshire Hathaway Energy	http://berkshirehathawayenergyco.com/about-us/careers/military Troops to Energy Jobs employer
Bonneville Power	https://www.bpa.gov/careers/Pages/default.aspx Troops to Energy Jobs employer
EnergySolutions	http://www.energysolutions.com
VERMONT	
Veterans Program (Not Utility Specific)	Office of Veterans Affairs: http://veterans.vermont.gov/ Employment webpage: http://veterans.vermont.gov/benefits-and-services/transition-assistance/employment-assistance
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Vermont..pdf See the link for participating cities.

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AVANGRID	https://www.avangrid.com/wps/portal/avangrid/peopleandtalent/careercenter Troops to Energy Jobs employer
National Grid	https://www.nationalgridus.com/Our-Company/Careers/ Troops to Energy Jobs employer
VIRGINIA	
Veterans Program (Not Utility Specific)	Virginia Department of Veterans: https://www.dvs.virginia.gov/ Employment webpage: https://www.dvs.virginia.gov/education-employment/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/06/NRECA-Member-Cooperatives-in-Virginia.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
Appendix R Solutions, Inc.	http://www.ars-corp.net
AREVA Inc.	http://us.areva.com/EN/home-1836/areva-inc-north-america-veterans-wanted.html Troops to Energy Jobs employer
BWX Technologies, Inc.	http://www.bwxt.com
Dominion Energy	https://careers.dominionenergy.com/content/Military-and-Veterans/?locale=en_US Troops to Energy Jobs employer
Duke Energy	https://www.duke-energy.com/our-company/careers Troops to Energy Jobs employer
Full On Communications LLC	http://www.fulloncom.com
Huntington Ingalls Industries	http://www.huntingtoningalls.com
Lightbridge Corporation	https://www.ltbridge.com/.com
MPR Associates, Inc.	http://www.mpr.com

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Northern Virginia Technology Council Veterans Employment Initiative	Designed to provide better employment opportunities for veterans within Virginia's technology community. The Initiative matches veterans with jobs, internships, mentorships and certifications, while also providing support to member companies in their efforts to hire, train, and retain qualified veteran employees. http://www.novatechvets.com/
Pepco Holdings	http://www.exeloncorp.com/careers/opportunities-for-military-veterans Troops to Energy Jobs employer
Polimaster Inc.	http://www.polimaster.us
Rolls-Royce Plc	http://www.rolls-royce.com
Tennessee Valley Authority	https://www.tva.gov/Careers Troops to Energy Jobs employer
Tidewater Community College's Center for Military and Veterans Education (CMVE)	The CMVE offers numerous services to active duty military members, veterans, and their families, including: (i) help identifying, applying for, and using available educational benefits; (ii) help locating resources such as housing, mental health, family support, and financial aid; (iii) professional development programs in a variety of areas such as Solar Ready Vets, Maritime Logistics, and digital court reporting; and (iv) employment assistance utilizing career specialists that cater to military-related students and maintain relationships with employers looking to hire veterans.
Toshiba America Energy Systems Corporation	http://www.toshiba.co.jp
Virginia, Maryland & Delaware Association of Electric Cooperatives	http://vmdaec.com/ Troops to Energy Jobs employer
Virginia Natural Gas (Southern Company)	http://southerncompany-veterans.jobs/ Troops to Energy Jobs employer
Virginia Transition Assistance Program (VTAP)	Assists transitioning veterans with employment, education, entrepreneurial, and supportive services. Specifically, VTAP can offer referrals to assist transitioning veterans with resume review, introduction to the Virginia Labor Market index, and connections with Virginia Values Veterans certified organizations for employment. Contact: Alison Foster, VTAP Manager, at alison.foster@dvs.virginia.gov https://www.dvs.virginia.gov/education-employment/virginia-transition-assistance-program-vtap/

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Virginia Employment Commission (VEC)	Veterans from all periods of military service are eligible for job referral, job, and job placement assistance. VEC also works with those transitioning out of the military. Types of services available include: job readiness assessments; development of individual employment plans; career counseling; labor market and occupational information; and referrals to job banks, employers, and apprenticeship sponsors. Contact: Robert Walker, Veteran Program Manager, at robert.walker@vec.virginia.gov
Virginia Values Veterans	https://www.dvsv3.com/ This is a free training and certification program for employers to help them implement nationally-recognized best practices in recruiting, hiring, and retaining veterans.
Virginia Values Veterans Companies	Company contacts of employers committed to hire veterans. V3 organizations each pledge to hire a specific number of veterans.
Washington Gas	http://www.wgl.com/careers Troops to Energy Jobs employer
WASHINGTON	
Veterans Program (Not Utility Specific)	Washington State Department of Veterans Affairs: http://www.dva.wa.gov/ Employment webpage: http://www.dva.wa.gov/benefits/education-and-training
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/08/NRECA-Member-Cooperatives-in-Washington.pdf See the link for participating cities.
Avista Utilities	https://www.avistautilities.com/inside/pages/default.aspx Troops to Energy Jobs employer
Berkshire Hathaway Energy	http://berkshirehathawayenergyco.com/about-us/careers/military Troops to Energy Jobs employer
Bonneville Power Administration	https://www.bpa.gov/careers/Pages/default.aspx Troops to Energy Jobs employer

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DVA Resources	
• **Governor's Executive Order on Veteran Employment**	http://www.governor.wa.gov/sites/default/files/exe_order/eo_13-01.pdf Statewide report including result of all agency veterans employment plans: statewide summary report. The report includes impacts of prior strategies, key issues, future strategies, partnerships and/ or collaborative relationships.
• **Uniformed Service Shared Leave Pool**	See Washington Administrative Code sections 357-31-640 through 357-31-730 http://apps.leg.wa.gov/WAC/default.aspx?cite=357-31
• **Veterans In-State Service Shared Leave Pool**	See Washington Administrative Code sections 357-31-750 through 357-31-830 http://apps.leg.wa.gov/WAC/default.aspx?cite=357-31
• **Veteran's Preference**	RCW 73.16.010 and WAC 357-16-110
• **Veterans Scoring Criteria in Examination Results**	RCW 41.01.010 and WAC 357-01-170
Energy Northwest	Troops to Energy Jobs employer
Tacoma Power	https://www.mytpu.org/jobs/ Troops to Energy Jobs employer
TerraPower LLC	http://www.TerraPower.com
Washington State Military Transition Council	WSMTC
Washington Veterans Employee Resource Group	VERG
YesVets Program	Proud Employer of U.S. Veterans For all employers statewide to promote veteran hiring. The Employment Security Department, in partnership with the Washington Department of Veterans Affairs, the Department of Commerce, the Washington State Military Transition Council, and local Chambers of Commerce across the state, have partnered to create a statewide campaign to hire veterans, supporting House Bill 2040.
• **Labor and Industries**	Resources and Support http://www.lni.wa.gov/TradesLicensing/Apprenticeship/veterans/Resources.asp

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• **Camo2Commerce**	http://camo2commerce.com/about/ Located at Joint Base Lewis-McChord. Provides employment opportunities for transitioning service members.
• **State Apprenticeship Programs**	Veterans in Construction Electrical (VICE) http://www.psejatc.org/files/Downloads/VICE%20Flyer%20Revised%202-22-16_DK.pdf Puget Sound, WA Electrical Apprenticeship
• **Non-utility Company Specific Hiring Initiative**	https://www.starbucks.com/careers/veterans http://www.portseattle.org/Jobs/Students-and-Veterans/Pages/Veterans.aspx https://www.goodwillwa.org/training/veteran/ Military Recruiting: Starbucks > Military and Spouses – Serve With Us; Port of Seattle > Veterans Fellowship Program; Goodwill – Olympics and Rainer Region > Military and Veteran Programs
WEST VIRGINIA	
Veterans Program (Not Utility Specific)	West Virginia Department of Veterans Assistance: http://veterans.wv.gov/Pages/default.aspx Employment webpage: http://veterans.wv.gov/resources/Pages/VeteransTrainingWorkOpportunities.aspx
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/09/NRECA-Member-Cooperatives-in-West-Virginia.pdf See the link for participating cities.
American Electric Power (AEP)	http://www.aep.com/careers/militaryfriendly.aspx Troops to Energy Jobs employer
WISCONSIN	
Veterans Program (Not Utility Specific)	Wisconsin Department of Veterans Affairs: http://dva.state.wi.us/Pages/Home.aspx Employment webpage: http://dva.state.wi.us/Pages/educationEmployment/EmploymentVeterans.aspx

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NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/09/NRECA-Member-Cooperatives-in-Wisconsin.pdf See the link for participating cities.
ALLETE	http://www.allete.com/Careers Troops to Energy Jobs employer
Alliant Energy	http://www.alliantenergy.com/Careers/ Troops to Energy Jobs employer
Dairyland Power Cooperative	http://www.dairynet.com
ITC Holdings	http://www.itc-holdings.com/itc/about-us/careers Troops to Energy Jobs employer
Madison Gas & Electric	https://www.mge.com/careers/ Troops to Energy Jobs employer
State of Wisconsin Veterans Resources	http://wisc.jobs/public/links_summary_page.asp?catid=84 This includes veteran preference points for state of Wisconsin jobs, including the Public Service Commission of Wisconsin. Also includes links to other veteran resources.
• **Professional Occupation Licensure (Fee Waiver for Veterans or Military Training Equivalency)**	http://dva.state.wi.us/Pages/educationEmployment/Professional-Occupation-Licensure.aspx Examples: Industrial Journeyman Electrician, Pipe Layer, Utility Contractor, Water System Operator, etc.
• **State of Wisconsin Department of Workforce Development – Office of Veterans Services**	http://dwd.wisconsin.gov/veterans/ The Office of Veterans Services is committed to providing local businesses with quality, job-ready veteran employees.
• **WiscJobsforVets!**	http://wiscjobsforvets.wi.gov/public/index.asp This link is used to access employment opportunities with the state of Wisconsin Government specifically for veterans with a service-connected disability rating of 30 percent or more. This represents the Veterans Non-Competitive Appointment option.

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WEC Energy Group	https://www.wecenergygroup.com/careers/index.htm Troops to Energy Jobs employer
Wisconsin Electric Cooperative Association	http://www.weca.coop/coop-openings Troops to Energy Jobs employer
Xcel Energy	https://jobs.xcelenergy.com/content/military/ Troops to Energy Jobs employer
WYOMING	
Veterans Program (Not Utility Specific)	Veterans Commission: https://wyomilitary.wyo.gov/veterans/ Wyoming Department of Workforce Services webpage: http://www.wyomingworkforce.org/businesses/employment/veterans/
NRECA Member Co-ops Participating in "Serve Our Country" Program	http://www.servevets.coop/wp-content/uploads/2016/09/NRECA-Member-Cooperatives-in-Wyoming.pdf See the link for participating cities.
Berkshire Hathaway Energy	http://berkshirehathawayenergyco.com/about-us/careers/military Troops to Energy Jobs employer
Black Hills Corporation	http://careers.blackhillscorp.com/page/show/energy-career-resources Troops to Energy Jobs employer
Bonneville Power	https://www.bpa.gov/careers/Pages/default.aspx Troops to Energy Jobs employer
NorthWestern Energy	http://www.northwesternenergy.com/jobs Troops to Energy Jobs employer
Wyoming Statewide Association of Rural Cooperatives	http://wyomingrea.org Troops to Energy Jobs employer

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APPENDIX E
MILITARY TASK FORCE MEETING MINUTES

February 14, 2017, Hotel Renaissance, Washington D.C.

Attendees:

- Hon. Judy Jagdmann
- Hon. Robert Powelson
- Hon. Diane Burman
- Hon. John Clendenin
- Hon. Mary-Anna Holden
- Hon. Dallas Winslow
- Hon. Jolette Westbrook
- Hon. Donna Nelson
- Megan Good (on behalf of Hon. David Sweet)
- Krystle Sacavage
- April Ballou
- Norm Kennard
- Tracey Wilk
- Renae Carter
- Dr. Susan Aldridge, Guest Speaker
- Brian McAdoo, Guest Speaker
- Carol Eggert, Guest Speaker

This meeting was the organizational meeting for the NARUC Presidential Task Force on Military Workforce ("Task Force"). This meeting was comprised of presentations from: Dr. Susan Aldridge, Drexel University ("Drexel"); Brian McAdoo, Duquesne Light Company ("DLC"); and Carol Eggert,

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Comcast/NBCUniversal ("Comcast"). The Task Force also discussed its charter and goals.

Meeting Notes:

Part I: Presentation from Dr. Susan Aldridge

- Drexel University always has had a strong commitment to service members and has had online programs for the past 20 years.
- Drexel works with companies to find paths available for veterans, who use GI Bill® educational funds, sometimes going to school part-time online to get a particular certification to be hired. Veterans also use online education to move upward within a company for which they already work.
- Private company Human Resources departments do not necessarily know how to match military skills and training to civilian jobs, so Drexel uses an online translator. This free service takes the military transcript and translates it into possible civilian careers. Veterans can also use specific software available on Drexel's online website to search for jobs by ZIP code.
- Drexel works with companies that provide tuition assistance. Drexel can connect veterans to various company Human Resources departments. Drexel also can provide webinars for veterans about energy careers, write articles on what's available in the energy field today, and help map college curricula to specific careers where human capital is needed.

Part II: Presentation from Brian McAdoo

- In the past year and a half, Duquesne Light Company started a SERVICE program (Search, Engage, Recruit Veterans Into Civilian Employment), with goals of ensuring the company increases its veterans applicant pool, identifying and recognizing DLC employees of veteran status, and expanding efforts to train, develop, and retain the right employees.
- DLC first performed an evaluation to align military skillsets with positions at DLC. They

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recommend using www.onetonline.org so recruiters can determine which branch of the military and military occupational specialty are the best fits for open positions.

- DLC next targeted certain branches of the military and particular bases for recruiting. The recruiting strategy also includes attending career fairs at military installations and in the general public, targeting the hiring of veterans. DLC also builds relationship with military Transition Assistance Program leaders, with local military chapters and with military organizations on target universities.

- DLC posts its job openings on numerous websites, including Americas Job Exchange, Troops to Energy, the U.S. Chamber of Commerce – Hiring our Heroes, its state CareerLink website, and Job Opportunities for Disabled Veterans.

- Within the university setting, DLC targets schools with large ROTC programs and a high number of reservists in the student population. DLC engages in recruitment activities with university veterans offices and partners with student organizations to develop relationships with student leaders and promote job opportunities.

- DLC has formed an internal Veterans Committee that meets periodically to organize functions such as a veterans recognition lunch, lunch & learn programs geared toward veterans, and a mentorship program.

- DLC is working to redesign its careers website to include veteran-friendly tools and is working to start publishing an email newsletter for internal veterans and job candidates.

- DLC notes that its challenges include limited geographical appeal, access to disabled veterans, availability of the desired skillsets for certain jobs, and the ability to translate military skills into civilian occupations.

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Part III: Presentation from Carol Eggert

The business case for hiring veterans is strong. Only 17% of the population in the 18-24 age range is qualified to serve in the military, and less than 1% actually serves.

- Due to education, character/law issues, and health concerns, not many can qualify to be in the military.
- Those who serve in the military have to pass security clearances.
- The unemployment rate for veterans is the about the same as for the civilian workforce, so there is competition for this talent.
- Those in the military receive leadership training early. They know how to lead and how to follow, they are mission-oriented, and they follow rules.

Comcast/NBCUniversal then focused on the "how" of military veterans hiring. They suggest:

- Educating the talent acquisition personnel at a company (such as by using "Veterans in the Workplace" from the U.S. Chamber of Commerce Foundation or the USAA's booklet "Hiring Veterans and Military Spouses: A Workbook for Employers.");
- Reaching out to and providing benefits for military spouses
- Supporting National Guard and Reserve employees and those who go on active duty;
- Making up the difference in pay while on active duty, providing paid time off for military service, welcoming back service members, etc.;
- Implementing a company program in three phases: prepare, recruit, and empower; and
- Working together with colleges that have veterans offices.

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NARUC President Robert Powelson asked the presenters what regulators can do to encourage and foster training and hiring programs for veterans. Responses included:

- Veteran hiring mandates should not be placed on utility companies. Rather, the company should focus on culture changes. Using awards to commend utilities for veteran training and hiring is another way to encourage veteran employment;

- It is important to make resources available to utility companies so that they are aware of the opportunities for training and educational partnerships. The goal is to bridge the gap between the military and utility companies by using skill mapping and translator tools; and

- NARUC may be interested in encouraging utilities to describe the job sets they are looking to hire. It may be helpful for the water, gas, electric, and telecommunications industries to define the type of job skills needed in these industries for purposes of matching these skills to educational programs and targeted military hiring.

Part IV: Business Meeting

The terms of the Task Force Charter, Task Force goals, and Task Force work product were outlined as follows:

- The Task Force will plan monthly to bi-monthly conference calls and work meetings;

- The Task Force will develop a Guidance Document regarding successful programs for veteran education and hiring; and

- The Task Force may also draft a NARUC Resolution regarding “Best Practices” for veteran hiring and training in the utility industry.

The Task Force anticipates hosting a discussion at the NARUC Summer Meeting.

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Comments were made that Employer Support of the Guard and Reserve works with private corporations and helps supply veterans with retraining for jobs in the civilian workforce and that United Water Resources, Inc., is available to help guide the Task Force.

March 30, 2017, via Conference Call

Attendees:

- Hon. Judith Jagdmann
- Hon. Diane Burman
- Hon. Kenneth Hill
- Hon. Donna Nelson
- Hon. Mary-Anna Holden
- Hon. Jolette Westbrook
- Krystle Sacavage
- Megan Good
- Steven Bradley
- Sioux Johnson
- Brad Ramsay
- Renae Carter
- Liz Stipnieks, Guest Speaker
- Mary Miller, Guest Speaker

This meeting included a presentation from Mary Miller, President of the Center for Energy Workforce Development, followed by a discussion of Task Force business.

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Meeting Notes:

Part I: Presentation from the Center for Energy Workforce Development

Mary Miller gave a presentation entitled: "Troops to Energy Jobs: Connecting Veterans to Rewarding Energy Careers." She first discussed the structure and background of the Center for Energy Workforce Development ("CEWD"):

- Back in 2005, the members of the Edison Electric Institute ("EEI") identified aging workforce as a critical issue for workforce development;
- In 2006 EEI, American Gas Association, Nuclear Energy Institute, American Public Power Association, and National Rural Electric Cooperative Association created a non-profit organization, the CEWD;
- The CEWD has evolved into developing a more tangible and tactical tool kit for members. One area of focus is workforce planning and metrics; it is very important to properly calibrate personnel supply and demand. The CEWD strives to ensure that the programs and local regions are matched to the need of the hiring companies; and
- Currently there are 39 state energy workforce consortia. These entities are voluntary organizations that are the only convener of utilities, education, public workforce systems, and organized labor. The consortia identify utilities' hiring needs and whether there are programs to match those needs.

The CEWD's focus is on skilled trade jobs. The CEWD is now venturing into the hiring of engineers though apprenticeships and community college education remain the main areas of veterans job emphasis.

In 2010-2011, the CEWD identified six pilot companies to fund the original veterans hiring initiative,

with a focus on how to make jobs more attractive for transitioning service members and how to compress the time it takes to qualify veterans for utility jobs. Because of confusion about translating military experience into civilian credential, many veterans were being told to go back and get associates' degrees. The CEWD has tried to conquer this obstacle and ensure veterans receive full credit for prior training and experience, in part by matching military codes to utility jobs. The CEWD also has had varying success in working with community colleges to be sure appropriate credit is given for on-the-job experience and skills.

Creating a military friendly culture in any company helps with retention of veterans. For example, many companies have employee resource groups for veterans. The CEWD also recently launched a Veterans in Energy group, which enables veterans to come together and identify issues for collaborative resolution. Companies have been supportive of this concept.

The CEWD website provides a roadmap for veterans to see where they might fit in the energy industry and can direct veterans to education and job search support. Veterans can also reach a virtual career coach, who is also a veteran, via a 1-800 number. This veteran will walk the caller through how to use the CEWD website and how to approach a utility in the caller's area, etc. CEWD also provides services to companies. Specifically, a third-party vendor scrapes participating companies' websites for new energy job postings, so veterans can see precise jobs for which they might apply.

Forty-three companies have committed to Troops to Energy jobs principles, which demonstrate their commitment to a successful veterans hiring program.

New York is an example of concerted activity that has been beneficial to veterans hiring. Specifically, Governor Cuomo tasked utilities in New York to work together to support veterans hiring, and as such, New York is the only state with a statewide focus on Troops to Energy jobs. With a more regional approach, there is a greater likelihood of open jobs for veterans coming out of training or educational programs. This is also where the calibration of personnel supply and demand is still very important.

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There was discussion concerning whether veterans are using schools outside their area, including online programs, to obtain training. Ms. Miller indicated that there are not many such options at this time. Right now, the best option is training/education near the utility.

There was also discussion regarding the difficulty of translating military codes into college curricula and whether that process varies from state to state. It was noted that most utilities have their own criteria, and CEWD will work closely with area community colleges to train in those specific criteria. Community colleges generally do not have a business model of interchanging curricula. There is also a need for wrap-around services, in which a departing service person has a mentor, coach, or other person who will provide support during the transition to civilian life (e.g., returning home, looking for available educational grants, etc.). Lack of such support is a common reason that veterans are not successful after leaving the military.

Concerning the success of the CEWD in finding training or employment for veterans, it was noted that veterans hiring has generally increased within the companies that the CEWD tracks.

Part II: Business Meeting

New business was discussed, including dates, times, and topics of future conference calls.

It was proposed that a smaller group within the Task Force put together a draft document on veterans hiring and then distribute the draft to the full group for input. The goal is to have a list of core actions an organization may take to promote veterans hiring and reference what others have done, to make the process easier for new organizations seeking to put such a program into place.

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April 20, 2017, via Conference Call

Attendees:

- Hon. Judith Jagdmann
- Hon. Diane Burman
- Hon. David Clark
- Hon. Kenneth Hill
- Hon. Mary-Anna Holden
- Hon. Jolette Westbrook
- Krystle Sacavage
- Megan Good
- Steven Bradley
- Brad Ramsay
- Renae Carter
- Robert Duvall, Guest Speaker
- Jim Kibler, Guest Speaker
- George Faatz, Guest Speaker
- Rachelle Whitacre, Guest Speaker

This meeting included a presentation from Virginia Natural Gas concerning its recently developed SkillBridge course, followed by a discussion of Task Force business.

Meeting Notes:

Part I: Presentation from Virginia Natural Gas

George Faatz discussed the background of the development of Virginia Natural Gas's ("VNG's") program. VNG serves southeast Virginia, a region that encompasses a number of military

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installations, including the largest naval base in the world. Mr. Faatz stated that there is a tremendous opportunity in this area, and VNG believes the military is a natural fit for the natural gas industry. VNG faces a workforce issue where many employees are reaching retirement, with half of employees eligible for retirement in the next six to eight years. Thus, VNG's goal has been to develop a way to bring veterans into the natural gas industry to fill the employment gap.

The Virginia Gas Operators Association ("VGOA") is an association of local gas distribution companies and regulatory personnel in Virginia. VGOA offers a "Natural Gas 101" course that teaches newly hired employees about safety, line location, and other basic processes. The course culminates in a certificate for passing the course. Mr. Faatz explained that VNG and VGOA shared the desire to partner with a community college to turn the VGOA course into an official certification that transitioning veterans could earn and list on their resumes, to help them raise their employment application profile with natural gas companies. In late 2015 and early 2016, VNG set up meetings with Tidewater Community College ("TCC"), which has the first Virginia Center for Military and Veterans Education. With TCC's help, VNG received curriculum certification in the first quarter of 2016.

In summer 2016, VNG received GI Bill® approval for the course from the State Department of Veterans Services and received certification as a V3 ("Virginia Values Veterans") employer. This is a statewide certification for companies that make it a priority to engage the veterans community.

After receiving these approvals, VNG was advised to seek SkillBridge certification, which is a designation for programs that the military provides to veterans in the last six months of military employment to prepare for life in the private sector. VNG received such certification and, after the signing of a Memorandum of Understanding between VNG and the Commander Navy Region Mid-Atlantic, the course officially became recognized as a SkillBridge program.

Next steps for VNG include working with the Navy and TCC to put together marketing materials, scheduling a date to offer the course, and working with other gas operators to get engaged and hire course graduates.

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Mr. Duvall then reviewed the “Veterans Workforce Development Program: Key Learnings” hand-out, including the importance of having one or two people champion a military program and having the vision for it because of the workload involved in developing the program and obtaining necessary accreditation and certifications.

Another key point is to line up both internal and external program support. For example, within VNG and its parent, Southern Company Gas, it was important to engage and receive support from internal employees who would deliver the course training. Externally, VNG engaged community leaders, including local elected and state officials, chamber of commerce members, and other partners. These contacts helped the company make the connections needed for ultimate program approval.

Concerning scope, a company should define, maintain, and vigorously defend the scope of any military program, to streamline certification. Partners are also needed, including a local community college. TCC was an optimal partner because: (i) it has the Center for Military and Veterans Education, and (ii) TCC was instrumental in getting the course through the Virginia community college system and in helping VNG with SkillBridge and GI Bill® certification.

There is a lot of military-related paperwork involved in SkillBridge approval, and the process takes time and patience. The VNG process took approximately two years from initial development to delivery of the first course.

The Task Force then discussed the applicability of VNG’s SkillBridge program to areas outside Virginia. VNG personnel commented that course participants will receive a certification as well as broad exposure to the natural gas industry and that the course is transferable throughout the United States. After VNG has offered the course a few times, there is the possibility of broadening the course to make it more comprehensive and more applicable to the energy and utility industries in general.

Part II: Business Meeting

Dates, times, and topics for future meetings were announced.

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June 7, 2017, via Conference Call

Attendees:

- Hon. Judith Jagdmann
- Hon. John Clendenin
- Hon. Jolette Westbrook
- Krystle Sacavage
- Megan Good
- Steven Bradley
- Brad Ramsay
- Renae Carter
- Dr. Calvin Scheidt, Guest Speaker
- Christopher Blow, Guest Speaker
- Alesia Wroten, Guest Speaker

This meeting included a presentation from Tidewater Community College's Center for Military and Veterans Education on the services it provides veterans, followed by a discussion of Task Force business.

Meeting Notes:

Part I: Presentation from Tidewater Community College

Present on the call from Tidewater Community College ("TCC") were: Dr. Calvin Scheidt, Director of Military Contract Programs, and Chris Blow, Project Coordinator, at the Center for Military and Veterans Education ("CMVE") at TCC, and Alesia Wroten, who is an employment specialist at TCC. Dr. Scheidt provided background on TCC in general and the CMVE in particular. He noted that:

- TCC itself is a four-campus operation in the Tidewater area and serves a large population of

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students each semester, including full-time, day-time, college transfer, and military students (active duty service personnel, veterans, spouses, dependent family members, and reservists in all branches of the military as well as Department of Defense and Department of Homeland Security employees);

- TCC is the 14th largest two-year community college in the United States and the second largest provider of undergraduate public education in Virginia;

- TCC graduates approximately 3,800 students each commencement, including 47% transfer degrees, 32% career/technical degrees, and 30% certificates; and

- TCC performs advance scanning, in which students are awarded credit for military, college, and other work done prior to entering TCC. In 2015-2016, TCC awarded 6,723 credits, approximately 3,000 of which were from students' military training and experience.

Specific details on the CMVE are provided below.

- The CMVE has been in existence five years and was 11 years in the making.

- The CMVE served 8,720 military students this past year, representing a fairly large military presence at the college.

- The CMVE strives to provide timely, responsive, and effective academic and support services to students associated with the U.S. Military.

- The CMVE has a student success initiative to ease the transition for students from military life to educational success and employability.

- The CMVE is a college-within-a-college, with its own academic, student services, and workforce divisions. The workforce division focuses on employment. Dedicated military advisors ensure that students understand the path they have chosen and where that path may lead in the

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job market, so there are prospects of employability after education.

- The CMVE includes on-campus and distance-learning credit courses as well as non-credit courses.

- There are TCC representatives at the four major military bases in the area. TCC also has a roving representative who travels to 11 other bases in the region. This effectively takes CMVE's services to the students at their bases and command units.

- The CMVE works to provide programs that get military students into the workforce at a more rapid pace than if they were in a full-time academic program. The CMVE is also one of a few community colleges that has an agreement with the local ROTC establishment to help students, particularly military dependents, enter ROTC programs through the Army, Coast Guard, Navy, and Marine Corps.

- Most of the CMVE's military students are age 25 and older. The CMVE takes students at their current level of education, even less than high school graduate, and works with them to ensure they get into the right academic or non-credit program.

- The CMVE keeps data on target employment markets and uses that information to guide students into career paths. For example, a student desiring a business administration degree may be counseled to get a specialty such as management to increase the possibility of future employment. The CMVE advises both for academic interest as well as future income potential. Advice includes information on starting salaries, median income for the industry, and projections of earnings after 3-5 years in the industry.

- One goal of the CMVE is to encourage students toward high-wage, high-demand degrees and certifications, while trying to match career options with the student's attitude and lifestyle.

- The CMVE uses a four-phase approach to educational success:

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(i) preparing students in advance for placement tests – many students coming out of the military have not used certain math and English skills for years and may require remediation to bring these areas up to college standards quickly without tapping into GI Bill® funds;

(ii) preparing students for the minimum four-week delay to receive military benefits;

(iii) using skill assessments and placement tests to help with degree selection, and

(iv) promoting educational "ladders" to encourage students to think where they want to be with their academic credentials in five years and showing them a process whereby they might earn a certificate, then an associate's degree, then a bachelor's degree, and then a master's degree.

Approximately 1/3 of the 18,000 veterans who leave the region have had training or education from TCC. TCC also works closely with other community colleges to help students receive credit for TCC courses.

Dr. Scheidt also discussed financial issues for military students. He explained that the CMVE normally sees military students receive 8-26 credits to start on their career path. The GI Bill® only pays for credits that work toward a degree. The CMVE does not want students' military benefits to be used to take classes for which the students may already have credit. Once the GI Bill® benefits run out, students will have to qualify for standard financial aid.

The CMVE also considers financial issues facing veteran students, such as whether they have funds for rent, mortgage, or tuition when due. The CMVE has policies and procedures in place to help students make sure they have the money they need for the programs they are taking. The CMVE also works to educate faculty and staff on the stress veteran students face from situations such as bad credit or leaving military employment. One avenue to help with these circumstances is certifications, a form of education and training that leads to economic security. After receiving a certification (for example, welder), a student may go on to a degree program while working in the field of their certification.

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Pitfalls in program development include industry support and funding (for programs like SkillBridge courses), timely approval from the Department of Veterans, Department of Defense/Service approval, Academic or Workforce approval, and marketing and employability. It takes approximately 8-18 months to get a program up and running.

There was discussion concerning options for transitioning service members into the utility industry. Dr. Scheidt referenced the Solar Ready Vets program, which trains service members in solar manufacturing, and Virginia Natural Gas's natural gas SkillBridge course. TCC has taken steps to enlarge the footprint of the VNG program to the East Coast and would like to continue expansion. The plan is to expand the VNG one-week natural gas certification class into a two-week class that would result in an energy certification acceptable to multiple utility industries. This program could become a national model. TCC is also working with other utility organizations.

The CMVE has relationships with military personnel in other areas of the country. Students can also participate online through TCC. TCC partners with other community colleges so students from other schools can take TCC's courses. TCC will also share its material with other community colleges. The Solar Ready Vets (SunShot) program started on the West Coast before coming to TCC. There are now eight training locations for the Solar Ready Vets program, and each location uses the same curriculum. It is possible to build a similar network for the energy industry.

Other areas of the CMVE's success include the manufacturing industry and a maritime logistics program that trains students for supply chain management and similar career opportunities. The CMVE also offers workforce development training in five areas: healthcare services; port, mariner, and transportation; hospitality and culinary arts; business management and IT; and skilled trades and advanced manufacturing. The CMVE also has started an apprenticeship institute.

Concerning program funding, the CMVE works with industries to locate grant funds for students who need training. One example is that the Department of Transportation ("DOT") provided grant funds to help students obtain commercial driver's licenses. The CMVE also works with employers to help them

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understand how veteran employees can use GI Bill® benefits to earn academic credit for on-the-job training and to supplement wages while these newer employees learn all the facets of their jobs.

Part II: Business Meeting

Updates were provided on dates for future meetings and plans for the Task Force report.

July 16, 2017, San Diego Hotel and Marina, San Diego, CA

Attendees:

- Hon. Judith Jagdmann
- Hon. John Clendenin
- Hon. Ted Thomas
- Hon. David W. Sweet
- Hon. Randy Randall
- Hon. Kenneth C. Hill
- Hon. Diane X. Burman
- Megan Good
- Tracey Wilk
- Tommy Oliver
- Renae Carter
- Bob Mulz
- Andy Robinson
- Jeremy Traska
- Dr. Calvin Scheidt, Guest Speaker (via Skype)
- Michael O'Connell, Guest Speaker
- Gerald W. Hampton, Guest Speaker

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- Spencer Wilcox, Guest Speaker
- Denise Aburto, Guest Speaker
- Anne Hoskins, Guest Speaker

Speakers for the day included: Dr. Calvin Scheidt, Center for Military and Veterans Education ("CMVE") at Tidewater Community College ("TCC"); Ms. Anne Hoskins, Chief Policy Officer of Sunrun, and Michael O'Connell, a Sunrun representative; Spencer Wilcox, Director of Debt Capital Markets, Academy Securities; and Gerald W. Hampton, Chief Warrant Officer 3, U.S. Marine Corps (retired). Speaker presentations were following by a discussion of Task Force business.

Meeting Notes:

Part I: Presentation from Dr. Calvin Scheidt

Background on TCC and, in particular the CMVE, includes:

- TCC, with four campuses in the Tidewater area, is the 14th largest two-year community college in the United States and the second largest provider of undergraduate public education in Virginia.

- Approximately 33% of the student body is military-related students (active duty service personnel, veterans, spouses, dependent family members, and reservists in all branches of the military as well as Department of Defense and Department of Homeland Security employees).

- The CMVE's vision is to be a national model for providing comprehensive, high-quality programs and service that meet the current and future needs of students associated with the U.S. Military.

- The CMVE is a college-within-a-college to provide one-stop shopping for military students. The CMVE has its own academic division (providing cross-walks showing how students can go from education to a career), student services (providing financial and employability aid), and a contract division (that works with business, industry, and military command units).

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- The CMVE evaluates a student's military experience and translates it into educational credit toward an associate's degree, where possible.

- The CMVE works to provide programs that get military students into the workforce as soon as possible. One goal of the CMVE is to steer students toward high-wage, high-demand degrees and certifications that also match the student's attitude and lifestyle. The CMVE keeps data on target employment markets and uses that information to guide students into career paths. For example, a student desiring a business administration degree may be counseled to get a specialty such as marine logistics to increase the possibility of future employment.

The CMVE considers financial issues facing veteran students, such as whether they have funds for rent or mortgage or funds to pay tuition when due. The CMVE also works to educate faculty and staff on the stress that veteran students face from situations such as bad credit or leaving military employment. The CMVE advises students into stackable credentials that lead to employability. For example, a student may first take classes for a certificate toward employment that provides a higher wage than a high school degree. Then the student will be advised how to move toward other degrees.

The CMVE also is involved with non-credit workforce training. Examples include the Virginia Natural Gas SkillBridge course, a communications connectivity course, a virtual employment academy, a military to manufacturing program, a maritime logistics program, and the SunShot solar-ready vets program through the Department of Energy. The CMVE provides training in areas such as construction standards, project management, executive writing, and naval ship systems, and has started an apprenticeship institute.

Concerning the CMVE's national reach, only 1/3 of the CMVE's students remain in Virginia. The CMVE also develops programs in connection with other community colleges so that they will accept work a student has done at the CMVE.

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Part II: Presentation from Sunrun

Sunrun is committed to hiring veterans; 10% of the solar workforce is composed of veterans. Sunrun encourages NARUC to support funding for the Solar Ready Vets program . Ms. Hoskins introduced Mr. O'Connell as a veteran and graduate of the University of California at San Diego, who worked for GRID Alternatives and then returned to college. He recently obtained his degree in public policy.

Mr. O'Connell quoted former President Ronald Reagan as saying, "Most people spend an entire lifetime wondering if they made a difference in the world. But the Marines don't have that problem." Mr. O'Connell agreed with this statement, stating that Marines know each day what they are doing and why, and what their ultimate mission is. They have a sense of purpose and are motivated to protect the safety of others. As veterans transition into civilian life, they lack an outlet for service, and their mission is no longer clear.

Mr. O'Connell shared that upon separating from service in the Marines, he found it difficult to find work even though he enjoyed the advantages of a place to live, financial savings, and good mental and physical health. When he did find a job, it was difficult to adjust to the slower tempo of work and to believe that he was making a difference. He began volunteering on projects to install solar panels for GRID Alternatives. He particularly enjoyed this work because, like the Marines, after volunteering a few times he knew the mission of the solar project, learned the steps to be taken to install the panels, and found an opportunity for teamwork and small group leadership. He progressed to become the Workforce Development and Volunteer Coordinator for GRID Alternatives, a position that gave him a sense of mission. While at GRID Alternatives, Mr. O'Connell also created a Troops to Solar initiative to help veterans obtain employment in the solar industry. He shared that he left GRID Alternatives in 2015, finished his undergraduate degree, and now hopes to work on energy policy.

The solar industry is a fast-paced, growing industry with opportunities for leadership. It offers a good median wage that can reach $26 per hour, and 67% of positions do not require a bachelor's degree.

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The nature of the work and the industry are a good fit with military culture.

Veterans have traits that are often sought by businesses, such as leadership and teamwork, which are traits that must be developed over time. Veterans can be counted on to do a job quickly and to do it well. More veterans are exiting the military every day, and they are ready for work.

Mr. O'Connell closed by stating that the quote from Ronald Reagan applies to all the armed forces divisions. He explained that when veterans return to civilian life, they still want to serve their country, but it is hard to identify outlets for this need. He challenged everyone in the room to think of veteran employment in the solar industry.

SunShot accesses service members, prior to leaving military service, through SkillBridge courses on ten military installations throughout the country. Ms. Hoskins explained that Sunrun has participated in the SunShot program since January 2016 by conducting interviews for service members for solar jobs. Sunrun also provides exposure and advice for service members on how to get hired when they leave the military. Sunrun supports employees with National Guard and Reserve commitments.

Part III: Presentation from Spencer Wilcox

Mr. Wilcox started by agreeing with the prior presenters that veterans have hard-to-teach skills such as service, leadership and teamwork, and that community colleges can help veterans obtain education and employment. He then focused on the difficulty of translating military terminology into skill sets that are understandable to civilian Human Resources managers, their staff, and the public at large. There is a need to help veterans write resumes for a civilian context. It also is helpful to hire veterans on Human Resources staffs or to establish veteran communities within a workplace and let them translate veterans' resumes for Human Resources departments. He also suggested that there is a need to build a knowledge base to help Human Resources departments understand military training and education terminology.

Statistics surrounding veterans hiring are challenging because labor statistics may not reflect

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underemployment or indicate how many veterans have actually found careers. An alternative is the Call of Duty Endowment, which utilizes metrics that capture the opportunity for careers and has facilitated the hiring of 30,000 veterans into careers. For many veterans, the transition from a military to a civilian career can be a challenge, and utilities are setting a clear standard and defining best practices in veterans hiring.

Mr. Wilcox gave the example of the U.S. Navy core values: honor, courage, and commitment. These are life and death imperatives and values that veterans take with them when they leave the Navy. Veterans seek constructive criticism of their work, are highly mission-focused, and prioritize their teammates above themselves. It is much easier for employers to teach skill sets like pipeline safety than to teach the values already instilled in veterans.

Mr. Wilcox noted that Academy Securities is almost 50% staffed by veterans and provided examples of veterans who have achieved success at Academy Securities. He stated that there is room for veterans in the financial services industry, though there are few veteran broker-dealers. This is an area of focus for Academy Securities.

Part IV: Presentation from Chief Warrant Officer 3, Gerald W. Hampton, U.S. Marine Corps (Retired)

Mr. Hampton discussed skill sets veterans have and how companies can locate them. He noted that he knows what veterans experience because he was once a veteran in search of a civilian job. He also was on the hiring side when he interviewed others for positions at a telecommunications company where he worked.

Veterans have certain skill sets that are important to any employer, including: leadership, teamwork, versatility, and adaptability. Many veterans also have: budgetary and fiscal management skills developed from handling millions of dollars in equipment; verbal and written skills developed from performing investigations; critical thinking skills; conflict resolution skills; and technology and computing know-how from using technologically sophisticated equipment.

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The U.S. Marine Corps teaches many of the above skills through its leadership principles and leadership traits. These principles include:

- Know yourself and seek self-improvement;
- Be technically and tactically proficient;
- Make sound and timely decisions;
- Set the example;
- Keep your Marines informed;
- Seek responsibility and take responsibility for your actions; and
- Ensure assigned tasks are understood, supervised, and accomplished.

To some degree, all branches of the U.S. Military have similar leadership traits that are desirable to many employers. Employers can locate veteran applicants a number of ways, including contacting the Department of Veterans Affairs and local county veterans associations, partnering with military installations' job fairs for transitioning personnel, participating in the military Transition Assistance Program for those preparing to leave military service, and getting involved with programs such as National Veterans Transition Services, Inc. This organization sponsors Operation REBOOT, which helps veterans decompress, let go of their military mindset, and regain confidence in the civilian world.

Concerning civilian personnel interacting with and hiring transitioning military service members, the speakers advised such interactions may be aided by clearing up misperceptions about former military personnel, such as aggressiveness. There is also a need for civilian managers to understand the military culture, appreciating its "team first" mentality. Patience with veterans as they get acclimated to the pace of civilian work and civilian workplace culture is also important. Some companies help

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veterans through internal veterans support groups. It was noted that, though companies may have to invest in training, they will receive a great long-term investment in the form of great veteran employees.

There was general discussion that unemployment among veterans is a problematic trend, but there are many public, private, and municipal orgnizations interested in helping and hiring veterans. There may be a good business case for utilities and state commissions facing retirements and an aging workforce to hire veterans.

Part V: Additional Speakers

The Task Force heard from Denise Aburto, Outreach Coordinator for the U.S. Department of Veterans Affairs. Ms. Aburto shared that she is an Air Force veteran and the former spouse of a combat veteran. She stated that, since many veterans isolate themselves, it is good to know where to find them. Centers exist to help both veterans and their spouses with issues such as employment and general readjustment to civilian life. Employers also need to be aware of what veterans are going through and be on the lookout for any behaviors that are out of the ordinary. Utilities and other employers also should consider veterans' spouses who are also looking for jobs. The Veterans Affairs website is VA.gov, and Veterans Affairs offices are located everywhere.

The Task Force next heard from Mr. Mulz, Chair of the Elite Service-Disabled Veteran-Owned Business Network. He stated that organizations have to prioritize veterans in hiring and stated that San Diego Gas & Electric Company was one of the first companies to do so.

Part VI: Business Meeting

New Task Force members were introduced, and dates for future meetings were discussed.

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October 18, 2017, via Conference Call

Attendees:

- Hon. Diane Burman
- Hon. Kenneth Anderson
- Hon. Tony O'Donnell
- Megan Good
- Brad Ramsay
- Renae Carter
- Steven Bradley, Guest Speaker
- Jim Nelson, Guest Speaker

Speakers for this meeting were Steven Bradley, Director of Human Resources of the Virginia State Corporation Commission ("SCC"), and Jim Nelson, Human Resources Manager at the Oklahoma Corporation Commission ("OCC"). They gave presentations on what their own state commissions do to promote veterans hiring and veterans in the workforce generally. The presentations were followed by a short business meeting.

Meeting Notes:

Part I: Presentation from Steven Bradley

Mr. Bradley shared that Virginia is a military-heavy state, but there is not a lot of military presence in the Richmond area where the SCC is located. Veteran-friendly programs in Virginia include Virginia Values Veterans, a public-private partnership encouraging companies to hire veterans, and Tidewater Community College's Center for Military and Veterans Education.

The SCC initiated a focus group of veterans who already work for the SCC. Some of the focus group feedback included a request for training in areas such as business writing and presentation skills

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since communication in the military is task-oriented. For example, no questioning of directives is allowed in the military, among other differences. Additionally, the SCC recently tried to bring visibility to its veterans through a special display case with photos and through an article in the SCC's newsletter.

Veterans bring a lot of value to any work organization. Veterans understand complex organizations, they get "the big picture" of what an organization is trying to accomplish, they know how to work with diverse cultures, they understand teamwork, and they embrace service before self.

The SCC has 638 staff, mostly in professional categories. Fifty of these are veterans (approximately 7.8% of the workforce). One trend at the SCC is that 37% of the workforce in the pipeline safety group is veterans, and 16% of Information Technology employees are veterans. At the SCC, over 60% of the workforce is retirement-eligible within the next five years. Veterans are a recruiting option to close the knowledge gap that will be lost with upcoming retirements. The SCC recruits veterans through job postings and military career fairs and hopes to take advantage of programs such as the one just launched at Tidewater Community College.

Part II: Presentation from Jim Nelson

Jim Nelson provided a presentation on how veterans are hired at the Oklahoma Corporation Commission. Oklahoma is a military-friendly state with events to welcome members of the military home from deployment, Veterans Day parades, and other special programs for the military such as flying World War II veterans to Washington, D.C. There are many military facilities in the area, such as Tinker Air Force Base and Veterans Administration hospitals. Another benefit is that there are a number of industries in Oklahoma that require skills learned in the military, such as the aircraft and sheet metal industries. These industries are willing to pay high salaries to veterans. In addition, Oklahoma has a low cost of living, so military pension funds can stretch further than in other states.

One of Oklahoma's major industries is oil. Companies in this industry tend to target certain categories

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of people from the military, including office staff, finance and legal professionals, and Human Resources staff. Some companies reach new veteran hires by creating focus groups of current veteran employees to develop ideas for how to reach out to local military bases and those preparing to separate from the military. Some of those veteran employees network with their former bosses on military bases to find good candidates. Companies also utilize college networks looking for reservists and National Guard personnel. Some companies even are willing to pay for veterans' or reservists' college tuition.

Concerning hiring practices, the OCC is tied to the state hiring system, which provides veterans and surviving spouses with additional points when scoring on the online hiring test. There is an absolute preference for veterans receiving benefits for at least 30% disability due to their military service.

The OCC participates in career fairs at military bases and, when it can, participates in Transition Assistance Program ("TAP") classes, which teach those preparing to separate from the military civilian skills such has how to write a resume. As part of the week-long TAP classes, companies and state agencies are invited to speak about their industries and discuss what sort of candidates the companies and agencies are seeking.

Mr. Nelson shared that, as a former veteran, the hardest part of his personal transition was adjusting to the difference in work environment between the military and civilian cultures. He noted that those coming out of the military are humble, so getting them to write all they have accomplished on a resume is hard for them. They just view it as "their job."

Part III: Business Meeting

After the presentations, a short business meeting was held to announce the next meeting and provide an update on the Task Force report.

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November 12, 2017, Hilton Baltimore, Baltimore, MD

Attendees:

- Hon. Dallas Winslow
- Hon. Ted Thomas
- Hon. Tony O'Donnell
- Hon. David Ziegner
- Hon. Diane Burman
- Hon. John Clendenin
- Hon. Ann Rendahl
- Hon. Kenneth Hill
- Hon. Judith Williams Jagdmann
- Hon. Mary-Anna Holden
- Tracey Wilk
- Nils Hagen-Frederiksen
- David Koogler
- Liz Stipnieks
- Shannon Pierce
- Philip Parker
- Jim Kibler, Guest Speaker
- Michelle Rostom, Guest Speaker

Presenters for the meeting included Jim Kibler, President of Virginia Natural Gas ("VNG"), and Michelle Rostom, Director of Workforce Development for the National Rural Electric Cooperative Association ("NRECA"). The presentations were followed by a discussion of Task Force business.

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Meeting Notes:

Part I: Presentation from Jim Kibler

Mr. Kibler provided an overview of VNG's natural gas training program for service members exiting the military, lessons learned from the first class, and changes VNG plans to make going forward. VNG's service territory is home to the world's largest naval base, and some 12,000 military personnel transition into the civilian workforce each year. With 40% of the workforce of America's electric and natural gas utilities becoming retirement-eligible in next five years, transitioning military personnel may be a good fit for utility companies. VNG is growing as a company, specifically hiring personnel to work in the areas of safety and compliance and pipe replacement. VNG is looking for employees with a strong safety culture and a high work ethic. Virginia Beach also is one of the best places in America for veterans to retire.

VNG's training program started as a concept in 2015. Since the Virginia Gas Operators' Association ("VGOA") had an existing curriculum used in its training, VNG worked with VGOA to use its resources to develop a one-week course providing a foundation in natural gas work. VNG also worked with the Center for Military Veterans and Education at Tidewater Community College ("TCC"), a natural partner, to help shape and deliver the course content. TCC approved the curriculum in 2016.

One of the next hurdles was funding, so VNG worked to get GI Bill® approval to pay for the course; this was achieved in late summer 2016. VNG then sought SkillBridge certification from the Navy, which would allow service members to take approved training before leaving military service. VNG's program was the first SkillBridge approval given for a natural gas program. With SkillBridge certification, VNG's program is now available for every military base nationwide to use.

VNG's training program launched in September 2017. Other gas distribution companies and government officials came to support the program. There has been active tweeting about the program, making many service members aware of the program. Six more service members have

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already signed up for the next training program scheduled for February 2018.

The training program is a one-week course devoted to teaching operations safety, how to perform tasks like horizontal directional drilling and plastic pipe and mechanical joining, how to recognize mistakes in the field, and how to create a safe operating environment. Mornings are devoted to classroom learning; afternoons include hands-on learning in the field. The week culminates in a 100-question exam; the first class enjoyed a high pass rate on this test. Part of the class's success was due to the partnership of natural gas contractors. A different contractor was responsible for teaching each day's curriculum, providing lunch, and interacting with students.

A portion of the last day of the program was devoted to familiarizing students with companies operating in the natural gas industry. VNG and its contractor partners attended the training program with Human Resources personnel. Two other natural gas distribution companies in Virginia also attended. Part of the time was spent allowing students to visit with each company.

Two students applied for jobs with VNG. Most service members have not had to apply for a job, and they are facing interviewing and networking for first time in their lives at mid-career. Classes, like VNG's training program, help provide networking opportunities.

The next VNG training course is February 26, 2018. VNG is working closely with other gas distribution companies to share the training program. From this first class, VNG learned that a class size of 12-15 students is optimal to provide hands-on training.

Many VNG personnel were involved in developing and marketing the program, including Human Resources, Government Affairs, Community Relations, and field service employees. Mr. Kibler emphasized that buy-in and knowledge across the company about the program is very important. He also noted that veterans applying for jobs in the natural gas industry need to be intentional and know what to emphasize on their resumes. Human Resources personnel may need to tweak interview or scoring mechanisms so that veterans aren't inadvertently screened out because of low testing in

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areas such as “thinking outside-the-box.”

VNG’s experience hiring veterans has been positive; some military personnel are more qualified for a job than current utility employees. One challenge is how to fit them into a utility structure that may favor hiring from within. Ms. Rostom share that, in her experience before NRECA, she worked for a shipbuilding organization that hired wounded warriors. That organization offered training for managers to create a comfortable environment for those continuing to deal with trauma. One example used was making managers aware that popcorn popping in an office microwave may provoke a reaction from someone who has been in battle.

Concerning program coordination among utilities, it was noted that Indiana utilities formed an energy association to coordinate veterans hiring. In Virginia, VGOA implements the enhanced Operator Qualifications program, so cooperation around Virginia-specific training already exists. Other natural gas distribution companies are supportive of VNG’s training program and are looking into implementing the program themselves. A good next step is to work with the Virginia community college system generally to be sure the program is available state-wide. Most contractors for VNG are also vendors for other Virginia natural gas utilities, and such programs help the talent pool grow for the contractors as well. A Task Force member also shared that the State of Washington has military bases and community colleges with training for transitioning military personnel, including the area of cybersecurity. Mr. Kibler commented that TCC has several programs for veterans, including cybersecurity, Solar Ready Vets, and business management.

There was discussion concerning whether the certification from VNG’s SkillBridge program is properly recognized by Human Resources personnel. The certification obtained is a VGOA certification and the curriculum is the same as for every natural gas local distribution company in Virginia. Every person with this certificate has an advantage; the challenge is to make sure resumes with this advantage or credential are appropriately reviewed and recognized.

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Part II: Presentation from Michelle Rostom

Michelle Rostom of NRECA then discussed the Serve Our Coops, Serve Our Country program. This program seeks to create a coalition of cooperatives to honor and employ veterans. The program strives to help human resources managers, CEOs, and hiring personnel understand veterans issues. Specific areas of focus around veterans include: resume translation and understanding; talent attraction and retention; and raising awareness of job opportunities for veterans and their spouses.

One of NRECA's goals is to help cooperatives attract and retain talent. Cooperatives have seen a significant increase in retirements over the past ten years and are on track for peak retirements this year. There is a great need to attract people to rural areas.

About 40% of recruits into the military come from rural areas. NRECA wants these veterans to know that there are great careers at rural cooperatives for veterans to consider. The business case for hiring veterans (focus on teamwork and safety, commitment to mission) resonates well with cooperatives.

Military spouses are an important part of NRECA's program. These individuals may have gaps in their careers, but they tend to be highly educated, civically oriented, and great project managers. NRECA wants to raise awareness of this great talent pool.

Serve Our Coops, Serve Our Country has two main foci. The first focus is to employ veterans in a variety of positions from lineman to human resources, engineering, GIS mapping, and communications. The second focus is community care, which includes honoring veterans in their community, taking care of them, and helping local veterans. Examples of community care include: profiling veterans in cooperative magazines, giving them preferential parking, hosting a veterans employee breakfast with a special speaker, and issuing challenge coins.

NRECA's role in the Serve Our Coops, Serve Our Country program includes: communications and

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press coverage, coalition member support, national collaboration to make sure veterans know about career opportunities in the energy industry, running a cooperative career center where veterans and others may conduct job searches, and providing tools and resources for cooperatives to hire and retain veterans.

The cooperative's role in the program is first to join NRECA's coalition to receive access to tools such as helpful checklists to start honoring and employing veterans. Cooperatives also should communicate to employees, board members, and the community in general that they want to hire veterans. Cooperatives should post their jobs in places where veterans are looking, such as on state workforce boards, Veterans Affairs websites, the Cooperatives Career Center, and the Troops to Energy website. Finally, cooperatives should collaborate with local and state-wide veterans services organizations.

NRECA has developed three short guides for cooperatives to follow: Getting Prepared, Getting Started, and Getting Connected.

- Getting Prepared: Prepares a cooperative for hiring and retaining veterans and their spouses.
- Getting Started: Helps a cooperative with the first recruiting steps to reach veterans and their spouses.
- Getting Connected: Helps a cooperative collaborate with the local community to build a network of supporters for the program.

Cooperatives that join the coalition also receive recruitment resources. These include assistance from the Department of Labor's American Job Centers. Additionally, the U.S. Chamber of Commerce has a Hiring Our Heroes program; they host job fairs across the country to help employ veterans, and they also offer an employer toolkit. Other recruitment resources include reaching out to colleges and universities, which may have a Student Veterans of America chapter. The federal Department of

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Defense and Veterans Affairs Department also offer SkillBridge programs and allow some employers to participate in the Transition Assistance Program by offering presentations, mock interviews, and applicant screenings.

Many states have Energy Workforce Consortia, groups where cooperatives, investor-owned utilities, and others come together to try to increase hires from the veterans talent pool. State commissions and utilities were encouraged to find their state's energy workforce consortium by going to CEWD.org. These consortia provide good opportunities to collaborate.

One highlight of NRECA's program was a national veterans engagement campaign to raise awareness of the careers available for veterans and their spouses at cooperatives and to increase the number of veterans and spouses applying for jobs. NRECA also has developed a Communications Toolkit that provides talking points, sample social media posts and press releases, a sample script for calling a Veterans Job Center or student veterans association, and a PowerPoint presentation. To date, 89 cooperatives have joined the coalition, and they have hired 68 veterans in the past 18 months.

Last October Veterans in Energy was launched. This organization provides transition, retention, and professional development support to military veterans who have chosen energy careers. NRECA is still determining how to grow this program in the future and how best to link employees at multiple cooperatives.

Next year NRECA hopes to establish a veterans advisory group to discuss what NRECA can do better and differently. NRECA also will continue providing veterans recruiting training and will focus on retention. In 2018, NRECA will also participate in a Veterans in Energy Forum and will conduct a veterans engagement campaign next November.

Ms. Rostom referred everyone to the website: www.ServeVets.coop.

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Part III: Business Meeting

There was a short business meeting to announce the last meeting of the Task Force and to discuss the status of the Task Force report and development of a “how to” guide for utilities and state commissions seeking to start a veterans hiring program.

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