

Attracting Veteran Leadership with the Hiring Our Heroes Corporate Fellowship Program

Solar Ready Vets Network

June 9, 2022



Powering the Solar+ Decade



About SEIA

Building a strong solar industry to power America



Federal, State &
Local Policy



Climate &
Equity



Managing
Growth

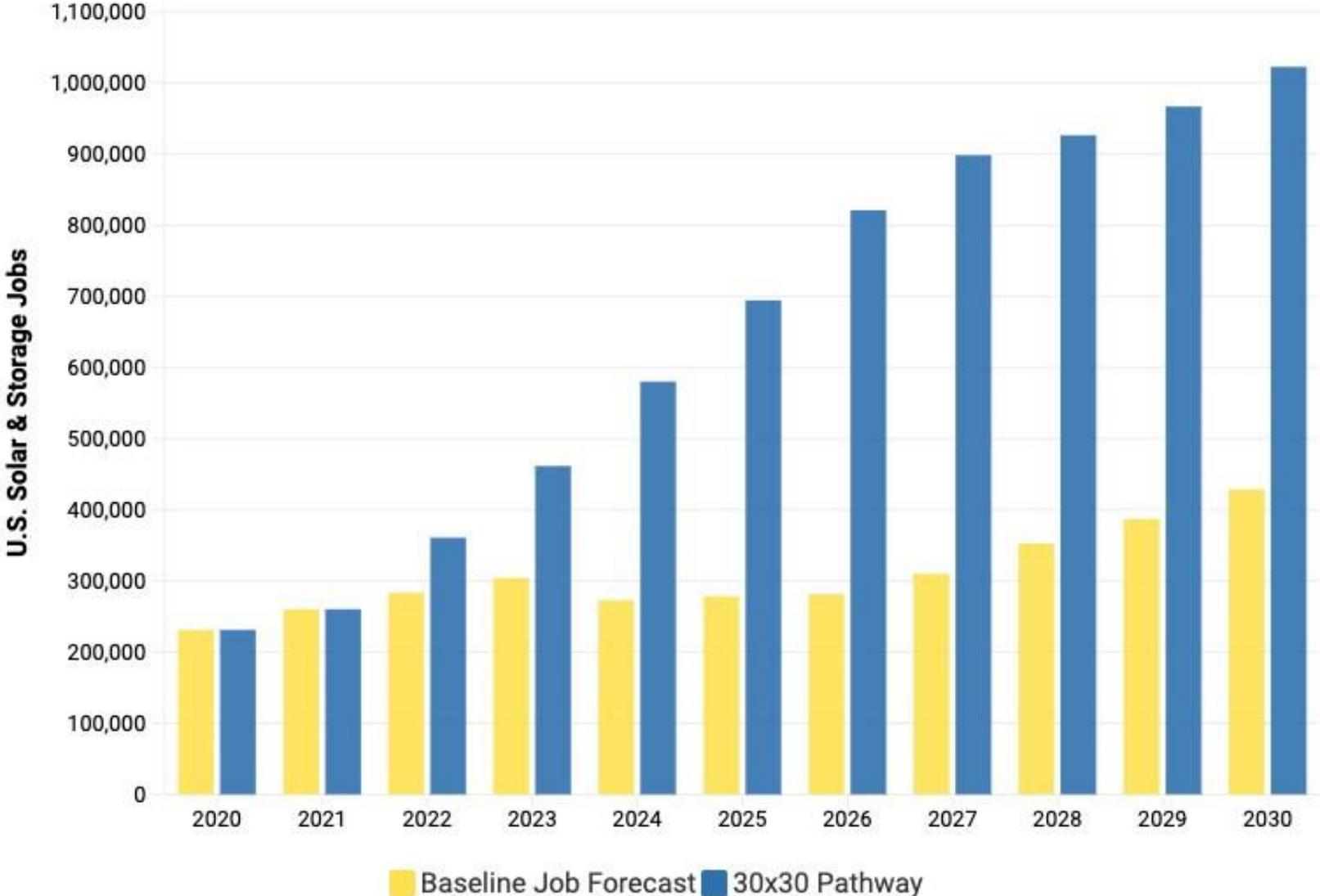


Trade, Technology
& Manufacturing

Unprecedented Job Growth on the Horizon

Solar+ Decade Vision:

To reach 30% of electricity generation by 2030, the solar and storage industries' workforce will need to grow rapidly in order to keep pace with the industry's growth.



Agenda



Welcome & Introduction to the Solar Ready Vets Network

- Becky Long, Solar Energy Industries Association (SEIA)
- Megan Howes, Interstate Renewable Energy Council (IREC)

Overview of the Solar Ready Vets/Hiring Our Heroes Corporate Fellowship Program

- Eric Putt, Hiring Our Heroes Corporate Fellowship Program

Sharing Program Successes: Solar Ready Vets Fellows and Employer Partners

- Demetrius Ford and Karl Lanier, Sunrun
- Ken Elser and Adam DiPetrillo, DNV

Q&A & next steps

Speakers



Becky Long
Senior Project Manager
Solar Energy Industries Association
(SEIA)



Megan Howes
Program Manager
Interstate Renewable Energy Council
(IREC)



Eric Putt
Program Manager, Hiring Our
Heroes Corporate Fellowship
Program
Army Veteran



Karl Lanier, Sr - Former Fellow
Senior Recruiter, Military Programs
Sunrun
Marine Corps and Army Veteran



Demetrius Ford
Senior Recruiter, Military Programs
Sunrun
Air Force Veteran



Adam DiPetrillo - Former Fellow
Senior Cybersecurity Consultant
DNV
Army and Air Force Veteran



Ken Elser
Senior Vice President, Renewable Energy
Finance
DNV
Navy Veteran



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U.S. DEPARTMENT OF
ENERGY

Energy Efficiency &
Renewable Energy

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Project Name: National Solar Jobs Accelerator



**SOLAR
READY VETS
NETWORK™**
U.S. DEPARTMENT OF ENERGY



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NETWORK™**
U.S. DEPARTMENT OF ENERGY

Key Program Objectives

- Solar Ready Vets / Hiring Our Heroes Corporate Fellowship Program
- Solar Training & Career Connections
- “Fast Track” Pathways to Solar Certification
- GI Bill for Solar Certifications & Training
- Industry-Education Partnerships
- Registered Apprenticeships

Solar Ready Vets / Hiring Our Heroes Corporate Fellowship

- ✓ **Highly qualified mid- to senior-level service members** are placed with employers for 12 weeks of on-the-job experience, **intended to lead to employment**
- ✓ Supports a smooth transition from active duty to **leadership & professional roles** in the solar industry
- ✓ **NO COST** to employers or fellows
- ✓ Fellows receive a “**Intro to Solar**” pre-placement curriculum covering technology, policy and market dimensions of the industry
- ✓ Implemented through the successful **Hiring Our Heroes Corporate Fellowship Program**



58 Solar Fellows have filled leadership & management roles such as:

- Project Management
- Operations Management
- Supply Chain/Logistics Management
- Project Development
- Market Development & Policy
- Business Development
- Communications
- Talent Acquisition/HR Manager
- Learning Development
- Project Engineering
- Quality Systems Manager
- Cybersecurity
- Customer Success Specialist
- ... and more

Wide Range of Solar Fellowship Host Companies



Hiring Our Heroes Corporate Fellowship Program

**HIRING OUR
HEROES**

U.S. CHAMBER OF COMMERCE
FOUNDATION



TACTICS

Fellows Program

HIRING OUR HEROES

U.S. CHAMBER OF COMMERCE
FOUNDATION

“Military fellows have a great ability to think on their feet and excel in ambiguous situations. Past fellows have become strong voices inside their teams and help to bring more military talent into AWS daily.”

- Nick Curry, Manager, Military Initiatives & Apprenticeships,
Amazon Web Services

Active Duty Internships (SkillBridge)

- 12-week internships for active duty service members right before their transition
- Programs for both degreed and non-degreed candidates
- Equal representation of junior and senior level service members
- Available nationwide

Industry-Based Internships

- For veterans, active duty, military spouses, and caregivers
- Google: Career Forward
- Solar/Energy: Department of Energy/Solar Foundation
- Applied Technology: Salesforce
- Emerging Technology: Multiple opportunities

Military Spouse & Caregiver Internships

- 6- to 12-week internships for military spouses and caregivers in local communities
- Salaries paid by HOH
- Majority of candidates hold degrees
- 8 Location-based programs and virtual opportunities across the country
- 90% are female

ACTIVE DUTY INTERNSHIPS

82%

hiring rate

\$105k

average salary

INDUSTRY-FOCUSED INTERNSHIPS

SALESFORCE

\$85k

average salary

SOLAR

\$88k

average salary

MILITARY SPOUSE & CAREGIVER INTERNSHIPS

91%

hiring rate

\$68k

average salary

IMPACT

Talent Delivered

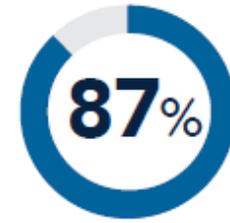
Despite the global pandemic, HOH placed nearly 1,900 active duty service members, veterans, military spouses, and caregivers into our Fellows Program in 2021.

The results speak for themselves.

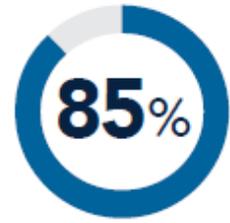
Overview of Fellows (2021)

1,896

Total Participants



Bachelor's Degree



Security Clearance

Service Status

43%

Active Duty Officer

43%

Active Duty Enlisted

14%

Military Spouses

Historic Results

84%

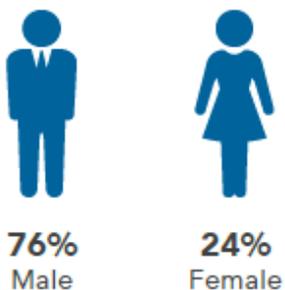
Average
Hire Rate

\$93,000+

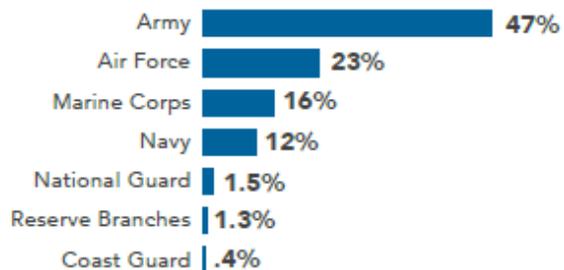
Average
Salary

A Snapshot of Fellows

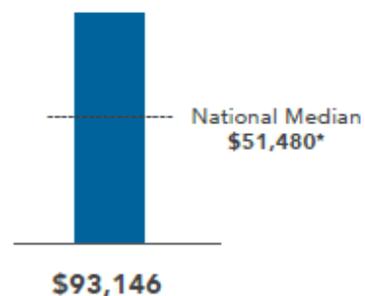
Gender



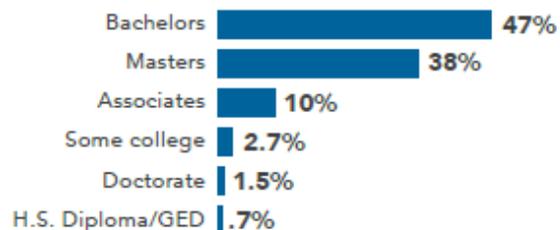
Branch of Service



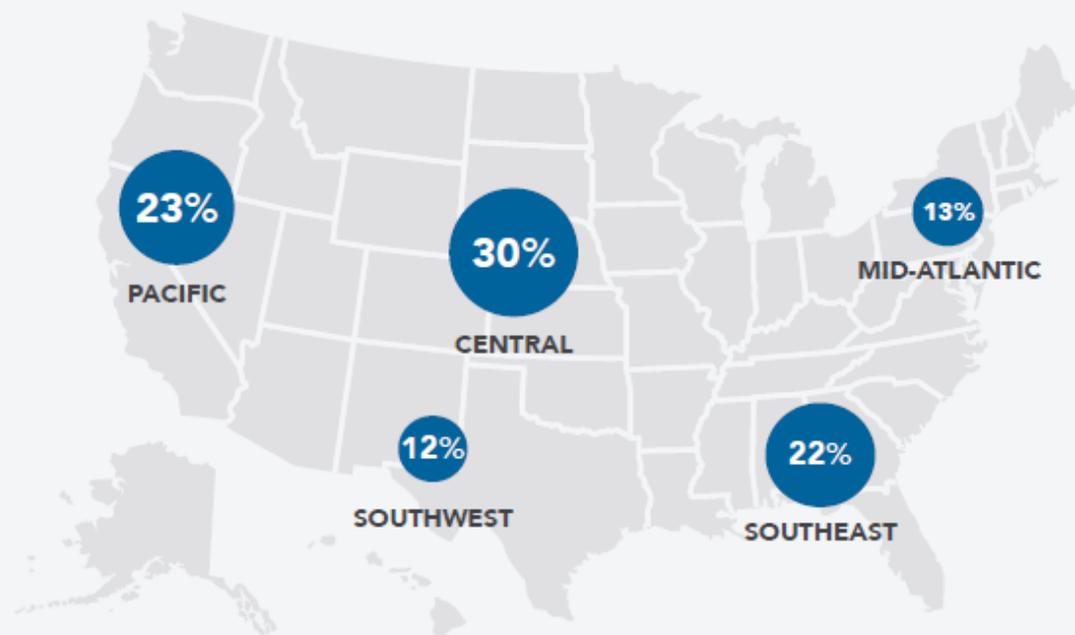
Average Salary



Degree Type

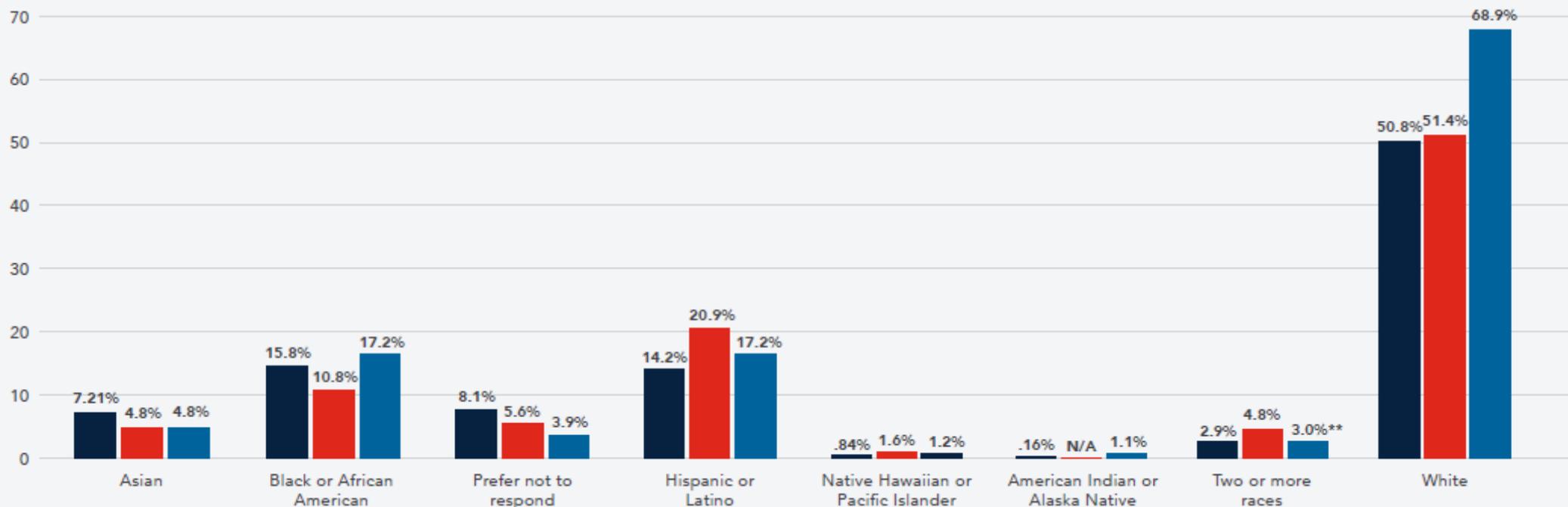


Regional Breakdown

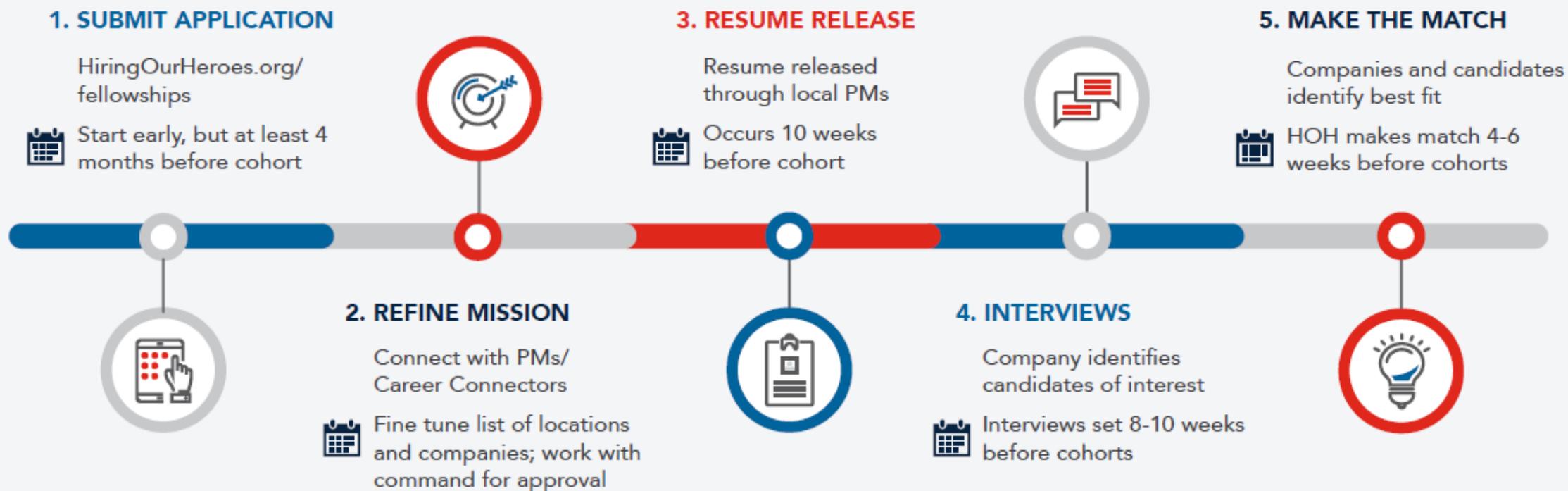


2021 Fellows DE&I Data

Race & Ethnicity of HOH Fellows vs. All DoD Active Duty Service Members



Next Steps



Next Steps: Join the ranks of veteran-friendly solar employers



#1 Confirm You're on the List

Email Maryann Davit MDavit@USChamber.com with general questions or to confirm your company is set to receive resumes from your HOH Program Manager(s) for the next resume release on **June 21, 2022**.



#2 Communicate with HOH Program Manager in your Area

Let your HOH Program Manager(s) know about specific roles, skillsets, or backgrounds you are looking to hire for in the next few months. Then review resumes & interview candidates early.

Not Involved Yet?

Reach out to Becky Long, Senior Program Manager, Solar Energy Industries Association blong@seia.org to get involved in the fellowship for the first time by **June 15, 2022**.

Read more “Service to Solar” Fellowship stories at: SolarReadyVeterans.org

MEET A
**SOLAR
READY VETS**
FELLOW



JIM PUREKAL
Manager, Market Development and Policy

