

Recruiting and Retaining Military Talent in the Solar Workforce: Solar Ready Vets

September 28th, 2020

Recruiting and Retaining Military Talent in the Solar Workforce: Solar Ready Vets











Becky Long Senior Program Manager SEIA Kathrine Lukes Operation Manager Icarus RT Summer 2020 Solar Ready Vets Fellow **Dominic Kolleh** Talent Acquisition Manager *Strata Solar* Michael Carrington Human Resources Training Manager *Strata Solar*

Megan Howes Program Specialist *The Solar Foundation*



September 28, 2020

Solar Energy Industries Association (SEIA)

SEIA is leading the transformation to a clean energy economy, creating the framework for solar to achieve 20% of U.S. electricity generation by 2030. SEIA works with its 1,000 member companies and other strategic partners to fight for policies that create jobs in every community and shape fair market rules that promote competition and the growth of reliable, low-cost solar power. Founded in 1974, SEIA is a national trade association building a comprehensive vision for the Solar+ Decade through research, education and advocacy.





Diversity, Equity, Inclusion & Justice

At SEIA, we believe that a diverse workforce creates a more resilient organization - one that supports a strong, equitable solar industry. SEIA envisions an industry that is committed to fostering a culture of inclusivity at all levels.

- Diversity Best Practices Guide
- The Solar Foundation Diversity Study
- Diversity, Equity & Inclusion Webinar Series
- SEIA Board Taskforce to evaluate SEIA's next steps on DEIJ
- Solar Ready Vets
- And more....



The Solar Foundation

RESEARCH

Original, objective research on solar markets, economic impacts, and workforce trends. Widely acclaimed and cited among the industry, nonprofits, academics, policy makers and media.

CAPACITY BUILDING

Educational outreach and technical assistance to support decision makers in government, business, nonprofit arenas to expand solar energy use, and advance a stronger solar workforce.

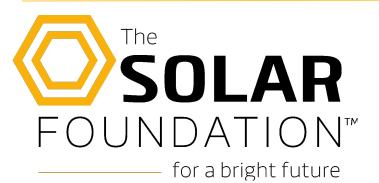
INDUSTRY LEADERSHIP

Convene diverse groups to realize ambitious, measurable goals. We build networks to help nonprofits, businesses, educational, financial, and consumer sectors to invest in solar technology.

Solar Jobs Research

Solar Workforce Development

Solar Powered Communities





Funding Acknowledgement & Disclaimer



Energy Efficiency & Renewable Energy

Acknowledgment: This material is based upon work supported by the U.S. Department of Energy's Office of Energy Efficiency and Renewable Energy (EERE) under Solar Energy Technologies Office (SETO) Agreement Number DE-EE0008577.

Disclaimer: This report was prepared as an account of work sponsored by an agency of the United States Government. Neither the United States Government nor any agency thereof, nor any of their employees, makes any warranty, express or implied, or assumes any legal liability or responsibility for the accuracy, completeness, or usefulness of any information, apparatus, product, or process disclosed, or represents that its use would not infringe privately owned rights. Reference herein to any specific commercial product, process, or service by trade name, trademark, manufacturer, or otherwise does not necessarily constitute or imply its endorsement, recommendation, or favoring by the United States Government or any agency thereof. The views and opinions of authors expressed herein do not necessarily state or reflect those of the United States Government or any agency thereof.

Award Number: DE-EE0008577 Project Name: National Solar Jobs Accelerator



The Solar Ready Vets Network

Through **direct impact** and high-impact **capacitybuilding** initiatives, the **Solar Ready Vets Network** strengthens solar career pathways and advances a nationwide pipeline of military talent into all levels and sectors of the solar industry.





AmericanSolarWorkforce.org/SolarReadyVets









Raising Standards. Promoting Confidence.

Building on past workforce development initiatives

Solar Ready Vets (Past Program):

Dept. of Energy funded from 2014 – 2017

- Partnerships between 10 military bases & community colleges
- 6-week design & installation trainings for transitioning service members
- Over 500 veterans completed trainings

Solar Training Network:

Dept. of Energy funded from 2016 - 2019

Strengthened coordination among industry, education, workforce development partners:

- Research and Resources
- Strategic Partnerships & Engagement
- Career Connections



The Solar Ready Vets Network

Direct Impact Activities

- Solar Ready Vets Fellowship
- Connections to Training, Credentialing and Employment Opportunities

Capacity Building Initiatives

- Certification Fast Tracks
- GI Bill Eligibility for Solar Training & Credentials
- Industry-Education Partnerships
- New Apprenticeship Framework





The Solar Ready Vets Fellowship

The Solar Ready Vets Fellowship extends the highly successful **Corporate Fellowship Program by Hiring Our Heroes** to the solar industry.



✓ **Highly qualified mid-senior level service members** are placed with solar employers for 12 weeks of onthe-job training

✓ Supports a smooth transition from active duty to **professional and management roles** in solar workforce

✓ DOD Skillbridge -- no cost to employers



Join the Solar Ready Vets Network



SOLAR INDUSTRY EMPLOYERS

✓ Solar Career Connections

 ✓ Recruit military talent and expand your
✓ Workforce Development resources workforce development networks to support
solar industry career pathways for veterans ✓ Industry-Education Partnerships

Join the SRV Network

✓ Solar Apprenticeship Framework

✓ …and more!

www.SolarReadyVeterans.org



For Follow Up, Reach Out to:

Becky Long Senior Program Manager Solar Energy Industries Association blong@seia.org



Megan Howes Program Specialist The Solar Foundation mhowes@solarfound.org

www.SolarReadyVeterans.org



September 28, 2020

Recruiting and Retaining Military Talent in the Solar Workforce: Solar Ready Vets









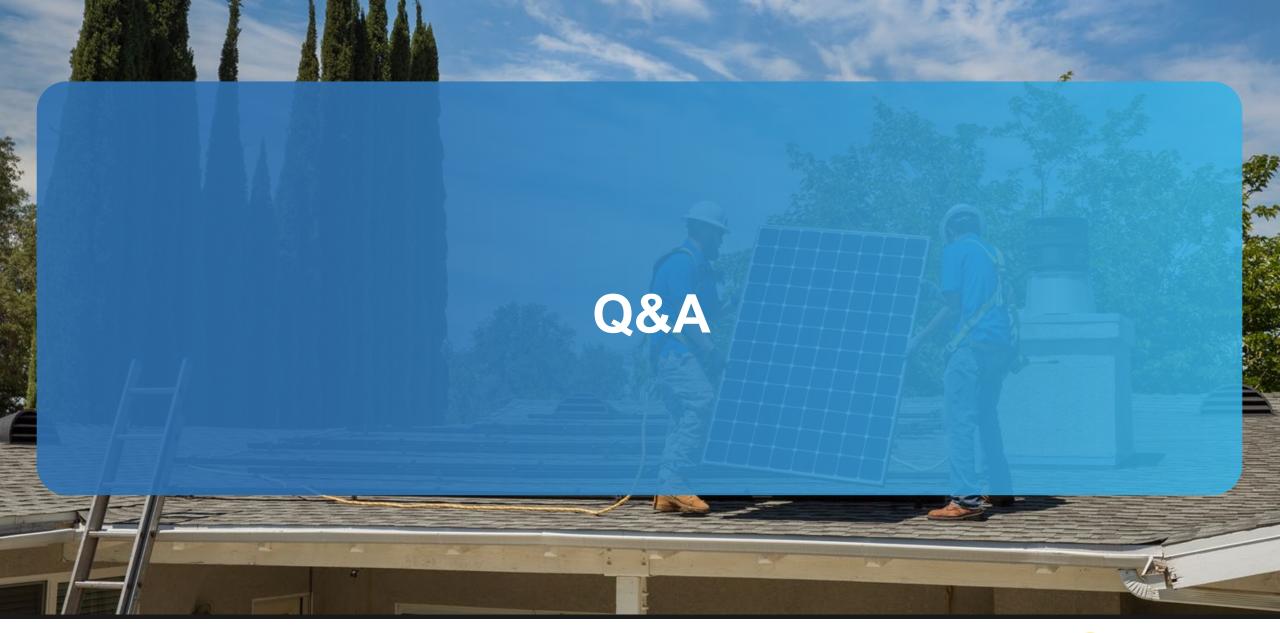


Becky Long Senior Program Manager SEIA Kathrine Lukes Operation Manager Icarus RT Summer 2020 Solar Ready Vets Fellow **Dominic Kolleh** Talent Acquisition Manager *Strata Solar* Michael Carrington Human Resources Training Manager *Strata Solar*

Megan Howes Program Specialist *The Solar Foundation*



September 28, 2020



September 28, 2020



For Follow Up, Reach Out to:

Becky Long Senior Program Manager Solar Energy Industries Association blong@seia.org



Megan Howes Program Specialist The Solar Foundation mhowes@solarfound.org

www.SolarReadyVeterans.org



September 28, 2020