

September 28, 2020



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

The background of the lower half of the slide is a photograph of two solar installers on a roof. They are wearing blue shirts, safety harnesses, and hard hats. One worker is holding a large solar panel, while the other is standing nearby. A ladder is visible on the left side of the frame. The entire photograph is overlaid with a semi-transparent blue rectangle.

September 28th, 2020

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



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Summer 2020 Solar
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*The Solar
Foundation*

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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.



**Government
Affairs**



Communications



**Market
Research**



**Events &
Education**



**Industry
Leadership**

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 DEI
- 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.

Solar Jobs Research

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.

Solar Workforce Development

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 Powered Communities

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U.S. DEPARTMENT OF
ENERGY

Energy Efficiency &
Renewable Energy

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Project Name: National Solar Jobs Accelerator



The Solar Ready Vets Network

Through **direct impact** and high-impact **capacity-building** 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



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 on-the-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

✓ Recruit military talent and expand your workforce development networks to support solar industry career pathways for veterans

Join the SRV Network

- ✓ Solar Career Connections
- ✓ Workforce Development resources
- ✓ Industry-Education Partnerships
- ✓ Solar Apprenticeship Framework
- ✓ ...and more!

www.SolarReadyVeterans.org

For Follow Up, Reach Out to:

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**SOLAR
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NETWORK**
U.S. DEPARTMENT OF ENERGY

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Q&A

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