

# Elevating Solar Successes: Recruiting and Retaining Military Connected Talent

February 25th, 2025





**Beck Long**  
**They/Them**  
Director, Workforce Services and  
Apprenticeship





**SOLAR  
READY VETS<sup>®</sup>  
NETWORK**  
U.S. DEPARTMENT OF ENERGY

# FUNDING ACKNOWLEDGEMENT & DISCLAIMER



U.S. DEPARTMENT OF  
**ENERGY**

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-EE0008493.

*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-EE0000493

Project Name: Solar Ready Vets Phase 3

# Agenda

- **What is Solar Ready Vets?**
- **Resources for Employers**
- **Exploring the Toolkit**
- **Employer Success Stories**
- **Follow Up and Next Steps**



**Megan Howes**  
Assistant Director,  
Workforce Development





The Solar Ready Vets Network™ advances solar industry career pathways for service members and veterans, and helps solar employers recruit and retain military talent at all levels of the workforce.



# Veterans in the Solar Industry

## Military talent is diverse!

Some veterans thrive in the field, while others excel in corporate roles ranging from project management to operations, communications, engineering, HR, business development, and much more.

## Veterans stand out in the solar workforce:

- Dynamic leadership
- Teamwork
- Critical thinking
- Technical skills
- Mission-oriented work ethic

*According to IREC's National Solar Jobs Census: **veterans account for about 8% of the solar workforce** - higher than almost 6% in the overall economy.*

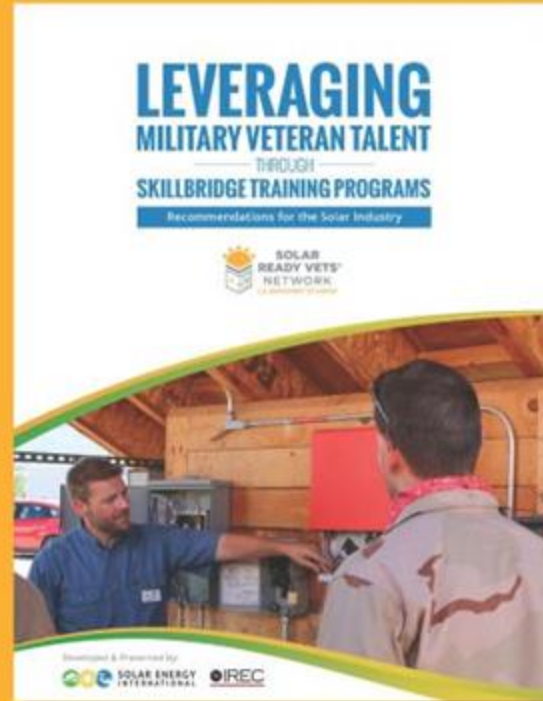


**Solar Ready Vets Network:** Through capacity building initiatives, strategic partnerships, and targeted resources, the Solar Ready Vets Network promotes the representation of military talent across all levels and sectors of the solar workforce.

## The program has four key objectives

- Support solar career navigation and connection for veterans
- Advance Registered Apprenticeship pathways to solar industry careers
- Expand and promote solar industry SkillBridge opportunities for service members
- Share tools & resources for employers to recruit and retain military talent

# Resources for Employers



# Leveraging Military Veteran Talent Through SkillBridge Training: Recommendations for the Solar Industry

- Training programs developed & administered by Solar Energy International (SEI)
- Four model SkillBridge training frameworks tailored to early-career, high demand solar occupations that employers can use:
  - Solar Installation
  - Operations and Maintenance
  - Technical Sales
  - Solar Design
- Email [meganh@irecusa.org](mailto:meganh@irecusa.org) to receive technical assistance for implementation



# Strategies for Recruiting, Hiring, and Retaining Military

## Talent: A Guide for Solar Industry Employers

- Created by IREC and SEIA, this toolkit for employers explores best practices, strategies, and additional resources for recruiting, hiring and retaining military connected talent
- This guide is intended to support solar employers with resources, strategies, and best practices to recruit, hire, and retain veteran talent across all levels and sectors of the solar workforce.



# Sunrun



**Jordi Medina**

Community Engagement Specialist



# WHY SUNRUN

America's largest  
residential  
solar provider




Safety +  
Wellbeing



are #1 priorities

70%

reduction in heat  
related illness  
since 2022



1 million  
customers & counting



VETS  
Indexes

RECOGNIZED  
EMPLOYER  
2024




A+ Rated

by Better  
Business Bureau



We Love People | We Love to Create | We Love to Run





# Next Steps



## Learn More About Sunrun Through Our QR Code

Whether you're looking to explore our benefits, learn about our 1+ million customers, or apply through our Military Application, this QR code has everything you need—all in one place!



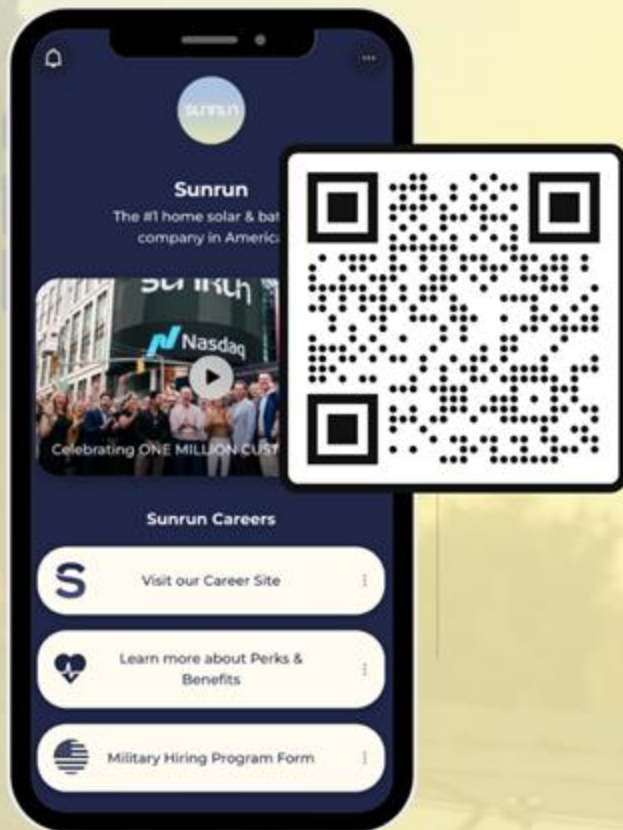
## Apply Directly Through Our Military Application

Apply by filling out our Military Hiring Program Interest Form!  
**Applying directly on our website will prevent us from helping you or expediting your application**



## Interview

We work with the leadership at your desired location to find current or forecasted openings and work with our team to present you for an interview. Strong interviews lead to offers and your all set.



# Clearway Energy



**Charlie Raiford**

Senior Manager, Asset Management



**Aditi Passalacqua**

Talent Acquisition Manager



# EDP Renewables



**Rob Anders**

Director of Development,  
Greenfields & Acquisitions



**Landon Redmon**

Project Developer

# EDP Renewables & Military Talent



Rob Anders  
Director of Development  
Colonel, US Army Reserves



Landon Redmon:  
Project Developer  
Sergeant, US Army

# EDP Renewables

Independent Power Producer

Developer-Owner-Operator

Utility & Distribution-scale PV, Wind, and BESS





Energy Security is National Security

**Importance of Military Talent**



**Start of the Veterans Resource Group at EDP Renewables**



**The Value Proposition of the Veterans Resource Group**



# Success Stories

## EDPR Veterans Challenge Coin



# Q & A



# Join the Network!

Join the **Solar Ready Vets Network** to stay up to date on events, opportunities and resources at **SolarReadyVeterans.org**

---

## Upcoming Opportunities:

Solar Ready Vets and Hiring Our Heroes will be holding our 5th Virtual Solar Hiring Fair for Military Talent on Wednesday, March 5, 2025 from 1 – 4 pm EST. This **free event** is focused on connecting employers with military connected talent interested in field roles as well as professional/corporate roles. We hope you will join us and the 300+ military connected job seekers!



# Elevating Solar Successes: Recruiting and Retaining Military Connected Talent

February 25th, 2025

