



Veterans Outreach

RecruitMilitary – A veteran-owned organization which hosts Opportunity Expos (career fairs) for veterans only. RecruitMilitary is a primary partner for the Hiring our Heroes initiative. PG&E will attend two events in 2012.

ProjectHIRED - assists individuals with disabilities to gain and sustain employment, in partnership with business and the community. ProjectHIRED hosts Wounded Warrior Workforce conferences which provide information sessions and a job fair during each event. PG&E sponsored its 2012 conference and participated in its career events.

Challenger, Gray & Christmas (CGC)/ Navy partnership - The U.S. Navy has contracted with CGC to assist approximately 3,000 separating Sailors in their job search; 400 of whom are located in San Diego. PG&E is one of only a handful of employers selected to work with these sailors as they transition into civilian life.

Transition Assistance Programs (TAP) – Opportunities for PG&E to connect directly with candidates who have begun their transition from the military. Three to four TAP sessions will be scheduled for the remainder of 2012.

Work for Warriors (CA National Guard) – A program that matches the skill sets of highly qualified Guardsmen with the needs of civilian employers. We partner with Work for Warriors to identify technically skilled veterans that are a potential fit for our industry.

PG&E targets military populations for our rotational programs including our **Engineering Development Rotational Program** and our **MBA Leadership Program**.

Our **Veteran's Employee Resource Group** has seen great response. More than 260 employees have joined, making valuable connections and creating a supportive network for each other including a veterans mentoring program.

PowerPathway - A collaborative, public-private workforce development network involving community colleges, workforce investment board and employers. PowerPathway has led to targeted career preparation and job training programs for 320 California residents, including 170 military veterans. Of those veteran graduates, 110 are now working in the industry.

Through 2013 PowerPathway will provide career and technical training to an additional 250 California residents, including 100 veterans, and hire or place a majority of graduates into energy and utilities industry jobs.

PG&E PowerPathway is planning at least two veterans-only career training programs in 2013:

- American River College, Sacramento: Bridge to Utility Worker for Veterans
- American River College, Sacramento: Certificate in Utility Pipe Welding for Veterans

In order to lead a more targeted approach to developing training programs for Veterans, the workforce development organization is leading an effort to help PG&E better understand how Military Occupational Classifications (MOC) translate into PG&E jobs.

Troops to Energy - PG&E is a Troops to Energy Jobs pilot company, an Edison Electric Institute and Center for Workforce Development initiative that accelerates the training and employability of veterans in key energy industry positions.