



Office of ENERGY EFFICIENCY  
& RENEWABLE ENERGY

SOLAR ENERGY TECHNOLOGIES OFFICE

# The Solar Foundation

## National Solar Jobs Accelerator

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Principal Investigator:

Richard Lawrence

Business Manager:

Ed Gilliland

# Role of Team Members

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## Awardee:

### **The Solar Foundation**

- Lead team coordination, program evaluation, and sustainability planning; oversee and ensure successful implementation of all program operations and public communications

## Subrecipients:

### **Solar Energy Industries Association (SEIA)**

- Lead engagement & recruitment of employer partners; outreach to solar industry

### **US Chamber of Commerce Foundation (USCCF) – Hiring Our Heroes (HOH)**

- Lead work-based learning fellowship placements for transitioning service-members; outreach to military stakeholders

### **North American Board of Solar Energy Practitioners (NABCEP)**

- Lead capacity building activities to fast-track certification pathways and register certifications and training programs for GI Bill benefits; outreach to training providers

# Background

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## TSF's Previous DOE-Funded Workforce Initiatives



### The Solar Training Network

- 2016-2019: Strengthened regional industry-education coordination; advanced workforce development strategies for the industry; facilitated solar career connections.



### Solar Ready Vets

- 2016 -2017 pilot: provided transitioning military service-members with classroom-based and hands-on solar PV installation training.

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## Workforce Research & Industry Insights

### National Solar Jobs Census

- Comprehensive annual analysis of solar labor market trends by region and sector across the US

### Solar Industry Diversity Study

- In-depth analysis of workforce demographics & trends; strategies to improve representation and inclusion industry

# Background

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## Sub-recipients



### SEIA

- U.S. Trade association representing over 1000 member companies in solar & storage industries.
- Founded in 1974.

### Hiring our Heroes

- U.S. Chamber of Commerce Foundation initiative launched in 2011 to connect veterans, service members, and military spouses with meaningful employment opportunities.
- Corporate Fellowship Program operational on 16 military installations

### NABCEP

- Manages the most widely recognized and respected professional certifications in solar industry
- Over 100 community colleges and training programs registered to provide PV Associate training

# Project Objectives

## Overarching Project Goal: *Promote solar career pathways for veterans*

Strengthen and expand the pipeline of transitioning service members & veterans of the US Armed Forces into the American solar workforce

### Objective 1: *Direct Impact Activities*

Provide work-based learning opportunities for transitioning service members; connect veterans with education & employment opportunities to launch or advance solar careers

### Objective 2: *High-Impact Capacity Building Activities*

Accelerate & improve accessibility of solar training and certification to veteran populations, strengthen coordination among regional solar workforce development stakeholders, catalyze industry support for training programs, develop new DOL recognized apprenticeship(s)

# Project Implementation: Track 1 - DIRECT IMPACT ACTIVITIES

## Work-based learning for service-members

- Expand the Hiring Our Heroes Corporate Fellowship Program to include work-based learning placements focused on management / professional career pathways in the solar industry
- Establish Corporate Fellowship programs on three bases in high-demand areas and explore options for expanding to more locations
- **GOAL:** provide training and professional development to **300+ transitioning service-members**.

## Solar career pathways for veterans

- Nationwide solar training and jobs “match-making” efforts to pair veterans with a range of solar education or employment
- **GOAL:** connect **400+ veterans** nationwide with education, professional development, and employment opportunities



# Project Implementation: Track 2- HIGH-IMPACT CAPACITY-BUILDING ACTIVITIES

## Accelerated Solar Certifications

- Develop solar certification “fast-track” pathways for veterans based on military occupation specialty codes, prior experience / skill sets
  - **GOAL: six** accelerated NABCEP certifications

## G.I. Bill Benefits for Solar Training

- Facilitate GI Bill eligibility for NABCEP certification exam costs and training programs leading to certification
  - **GOAL: six** certifications registered and
  - **GOAL: fifty** training programs registered

## Industry-Education Partnerships

- “Adopt a community college” regional partnerships
  - **GOAL: five** community / technical college training programs in high-growth regions “adopted” by solar companies

## Formalized Industry Apprenticeship

- Develop and formalize with DOL a solar industry apprenticeship program
  - **GOAL: (at least) one** apprenticeship registered

# Project Results: PLANNING FOR...

## Industry Engagement & Job Placement

- Leverage TSF, SEIA, and NABCEP's national networks of companies + industry leaders to create strategic partnerships with solar employers
- Strengthen regional pipelines: formalize employer-trainer coordination, regional alignment on training & hiring needs
- Expand TSF's *AmericanSolarWorkforce.org* platform to include veterans-specific solar career development resources & networking opportunities

## Program Eval & Sustainability

- Ongoing coordination across project team to track metrics, measure participation, evaluate effectiveness to maximize impact
- Replication toolkits for seamless scaling of work-based learning to new bases
- Registered apprenticeships: improved access & feasibility for both employers and vets



# What does Success Look like?



*Solar Ready Vets cohort, Hill Air Force Base, UT with Deputy Secretary Sherwood-Randall. March 2016.*

## Project Outcomes

- Hundreds of veterans matched with training, work-based learning, certifications, apprenticeships, and jobs in the solar industry
- Stronger industry engagement, investment in veteran talent pipelines, coordination with education and workforce systems.

## Project Impact and Sustainability

- On-base operations & corporate fellowship partnerships will continue through HOH
- Improved accessibility of well-defined & streamlined veteran solar training and career pathways, industry-education partnerships