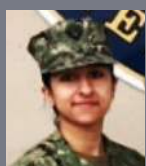




Keeping America's Promise to Our Heroes: Connecting Veterans to Post-Military Utility Careers

After years of serving their country, far too many veterans and servicemembers find out that colleges and employers struggle to measure the skills they earned in the military. This means missed job opportunities, redundant college courses, and unemployment rates much higher than the rest of the population.

The Utility Workers Union of America [UWUA] is changing the way we hire and put veterans and servicemembers to work through the Utility Workers Military Assistance Program [UMAP]. Using a training-to-placement model, UMAP leverages mutually rewarding union-employer partnerships to train veterans and servicemembers for utility sector careers.



"Since graduating UMAP, my life has changed for the better. Every day

is a learning experience and working alongside my brothers and sisters makes the experience worthwhile. I encourage veterans to take up the opportunity because this program can open so many doors."

Suleima Hamad, UMAP graduate and Navy reservist who after returning from active duty lost her housing and struggled to provide for her sons.



CORE PROGRAM

Utilizing a combination of public-private partnerships, employer-specific curriculums and earn-while-you-learn programs, UMAP is changing the way we help veterans and servicemembers find and qualify for post-military careers. The program is designed to benefit employers and veterans alike in the following ways.

Employers:

- Tap into a qualified talent pipeline
- Benefit from customized training curriculums
- Realize deeper community engagement
- Achieve return on investment in the onboarding process

Veterans:

- Make informed decisions about their post-military careers
- Pay nothing for UMAP training opportunities
- Streamline the transition to civilian employment
- Work in a supportive, close-knit, team environment during training and employment





According to the Pew Research Center, as many as **1 in 6 veterans struggle transitioning from military to civilian life.** In communities where we have employer partnerships, UMAP helps veterans better navigate that process. A nearly 90% job placement rate, in addition to wrap-around services such as mental health support, childcare, spousal support and food vouchers, ensures veterans' success.

- Over 700 veterans have benefited from UMAP since 2011.
- UMAP is recognized and accredited by the Department of Labor and Department of Defense.
- UMAP is a designated Skill Bridge provider, meaning it is affiliated with the VA's Transition Assistance Program or TAPS and servicemembers can enroll into the program before they fully separate from the military.
- UMAP continues to expand its diversity and inclusion efforts and currently has 66% ethnic diversity across the program.



"At Consumers Energy, we believe our strong hiring of former and active military personnel makes us a great place to work. Our Gas Construction UMAP program has been a great success with more than 175 veterans or current National Guard members hired.

We are expanding on that commitment in March, 2021 with the launch of our new Electric Lines UMAP program. Thanks to our strong partnership with P4A and our commitment to Diversity, Equity and Inclusion, we continue to be a top veteran employer and are excited to expand on that success."

Amanda M. Wagenschutz, Vice President of People and Culture Operations for Consumers Energy



"UMAP's educational training is unparalleled. Additionally, the graduates who come through this program bring value to the work we do and the impact we have in communities we serve. We're proud to be a founding partner with UWUA and UMAP. Veterans have proven

to bring an excellent set of skills to this training and ultimately our utility work and this pipeline of talent is invaluable."

John Kleczynski, Retired President of Peoples Gas and North Shore Gas



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