

Energy Industry Career Guide

What You Can Expect in an Energy Career

Get into an energy career and enjoy the personal benefits of working in public service, along with the professional advantages of being part of a high-tech, high-growth industry. Our work is environmentally sound, as safe, clean power sets the stage for tomorrow's new technologies. You can make a significant difference in our lives every day with an exciting career in energy. And as the world uses more energy there are more career opportunities in the electric, natural gas, nuclear, and renewable energy fields than ever.

Are you interested in:

- Making Good Money?
- Opportunities for Advancement?
- Job Growth and Stability?
- Community Service?
- Great Benefits?
- Full Training and Apprenticeships?

Energy companies offer some of the best benefits available in the business world. See below the types of benefits you can expect if you are employed by an energy company.

- Healthcare and Insurance: Medical, Dental, Vision, Group Life, Short Term Disability & Long Term Disability, Flexible Spending, Comprehensive Wellness Programs, and Employee Assistance Programs (mental health)
- Financial: Pension and Employee Savings Plans – 401(k)
- Other: Growth potential and opportunity for advancement and time-off programs and flexible schedules

Energy Career Ladder and Earning Potential

Today's energy companies provide important jobs and great opportunities that make a difference every day. Many positions only require the minimum of a high school diploma to get started. On-the-job training is always provided, with safety, quality and integrity as part of everything the energy industry stands for. Right now the best opportunities are in hands-on positions like:

- Lineworker (link to <http://www.getintoenergy.com/lineinstaller.asp>)
- Pipefitter/Pipelayer/Welder (link to <http://www.getintoenergy.com/pipefitter.asp>)
- Plant/Field Operator (link to <http://www.getintoenergy.com/powerplant.asp>)
- Technician (link to <http://www.getintoenergy.com/maintenance.asp>)

These are the people who repair, maintain, and operate the power and gas plants and equipment that deliver energy to millions of people every day. Average salaries range from \$60,000 to \$65,000, with higher wages with overtime.

There are also opportunities for many types of engineers (link to <http://engineers.getintoenergy.com/>), such as power, electrical, nuclear, environmental, and mechanical. All engineering positions require a bachelor's degree. Average salaries range from \$75,000 to \$90,000.

All positions provide the opportunity for advancement. To learn more about the career ladders, go to <http://www.epceonline.org/areyouready/index.html>.

Job Listings

Are you interested in finding out about open positions near you? Go to <http://www.getintoenergy.com/careerresources.asp> to link to the recruitment sites for a wealth of energy employers.

Hiring Process and Interview Questions

If you decide an energy industry job is for you, there are several steps in the *Hiring Process*.

Look for opportunities that are posted on the company's website by job title and location: All energy companies post job opportunities on their websites. Find links to these sites at <http://www.getintoenergy.com/careerresources.asp>.

Follow the links and apply: Directions on how to apply are posted on each company's website. Follow the directions carefully. If you have the knowledge and skills required for the position for which you are applying, you may be contacted via phone or email and asked to continue the hiring process.

Complete skills testing (for some positions): Pre-employment is usually required. These tests have been developed to assess your aptitude in subject areas such as mathematics, reading comprehension, and spatial reasoning.

Participate in an on-site interview: Most energy companies use an interviewing technique called Behavioral or Competency-based interviewing. Please see the next section on interviewing so you will be prepared for the types of questions that will be asked of you during the interviewing process.

Await hiring decision: You will be contacted by phone if a job offer is in order.

Job acceptance / pre-employment: Should you decide to accept a job offer, a drug test and background check will be required.

The following criteria will be used as guidelines to disqualify an applicant employment:

- Positive results on drug screen
- Felony conviction
- Misdemeanor conviction or other pending charges or probation
- Willful omission or falsification of personal data
- Unauthorized to work in the United States of America
- Suspended or revoked driver's license for any position which requires driving
- Derogatory Motor Vehicle Report (specific positions)
- Derogatory Credit History (specific positions)

Competency-based Interviewing

What is it? (from Monster.com)

It's a style of interviewing used so that a candidate can best show how they would demonstrate certain behaviors/skills in the work place; by answering questions about how you have reacted to and dealt with previous work place situations.

By using past experience a potential employer can predict future behavior by:

- Eliminating misunderstandings
- Preventing personal impressions
- Reducing the candidate's ability to "fake"

You will be asked to give an example of a situation or task which led you to take a certain course of action. Probing questions will then be used to determine the course of action you took and what changes were created by those actions and the effects of those actions on others.

Traditional job descriptions are now quite out-dated. Most organizations will analyze a role by breaking it down into key competencies. For example, the competencies of a lawyer may be planning and organizing, innovation, personal drive, problem analysis and decision making. If an organization uses this type of interviewing, it is very likely that your job will be defined on this basis and your performance in it will be managed through competencies. For example, your appraisal may well be linked to evidence and real-life examples of having demonstrated these competencies.

Workforce Data

Here is workforce information about each of the high-growth jobs:

- Lineworker: Projected openings 2008-2018: 45,500
- Pipefitter/Pipelayer/Welder: Projected openings 2008-2018: 324,100 (includes other industries besides energy)
- Plant/Field Operator: Projected openings 2008-2018: 18,300
- Technician: Projected openings 2008-2018: 357,500 (includes other industries besides energy)
- Engineers: Projected openings 2008-2018: 147,900 (includes all types of engineers hired by energy companies as well as other industries besides energy)

Sources of Additional Information

Learn about energy jobs:

Get Into Energy: www.getintoenergy.com

Discover Engineering: <http://www.discoverengineering.org/>

Women in Engineering:

www.ieee.org/membership_services/membership/women/index.html

Power Engineering: <http://www.ieee-pes.org/>

Learn more about the energy industry:

Edison Electric Institute: www.eei.org

American Gas Association: www.aga.org

Nuclear Energy Institute: www.nei.org

National Rural Electric Cooperative Association: www.nreca.coop

Department of Energy: <http://www.energy.gov/>

Energy Information Administration: <http://www.eia.doe.gov/>