

Title Sponsors



**U.S. Department of
Veterans Affairs**

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2024

Statewide Symposium in Support of Service Members, Veterans & Their Families

April 17-18 | Phoenix, Arizona

 arizona coalition
for military families





Employment

Session 1

Arizona Veteran Supportive Employers:
Career & Support





Facilitators



**arizona coalition
for military families**

Sonia Vasquez

Employer Engagement Program Manager
Arizona Coalition for Military Families | Be Connected



**arizona coalition
for military families**

Sarah Shinn

SkillBridge Lead and Special Projects Team
Arizona Coalition for Military Families | Be Connected





Speakers



Anthony Herrera, SPHR, SHRM-SCP
Manager, Talent Acquisition
Arizona Public Service Co.



Melissa Green, MSHRM, MBA
HR Generalist
Nestlé





Agenda

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Introduction

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Track Description

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Nestle - Melissa Green

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APS - Anthony Herrera

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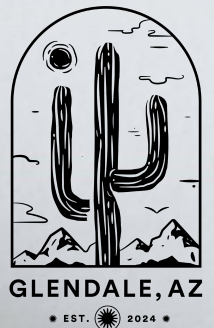
Q&A

6

Survey



Nestlé USA



Melissa Green

HR Generalist | Entrepreneur Navy Veteran & Spouse

- **Navy Veteran: 2001-2003**
- **Navy Spouse: 2004-Current (Retired 2015)**
- **Grounds4Cause: 2021-Current**
- **HR: 2014-Current**
- **Current: HR Generalist, Nestlé Distribution Center**



About us



We're introducing a new manufacturing facility designed with the climate in mind, which will bring more than 350 jobs to the community.

Our Glendale, Arizona production factory is a brand new, state-of-the-art facility and distribution center with cutting-edge technology and advanced systems designed with sustainability at the forefront.

Innovative water recycling processes to reduce water usage, zero waste to landfill, and fully recyclable product packaging made from food-safe materials are just some of the programs we've implemented to support Nestlé's ambition for zero environmental impact by 2030 while also striving for 100% renewable energy by 2025.

ACMF & Nestlé Partnership

SkillBridge

Veteran Hiring

Nestlé Landing Page

Current Opportunities

- Production Operators
- Maintenance
 - Electrical & Automation Technician
 - Electromechanical Technician
- Forklift (DC)
- Wastewater Treatment Operator
- Quality Specialist
- Utilities Supervisor
- Production Supervisor
- And more...



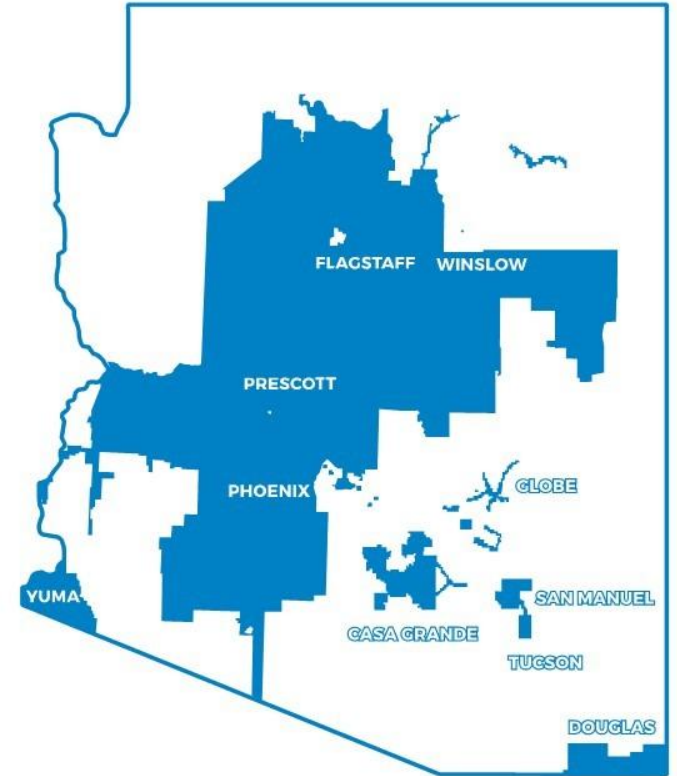


aps

APS SERVICE TERRITORY

Since 1886, Arizona's largest and longest-serving utility.

- 34,646 square mile service territory
 - 11 of 15 counties
 - 1.3 million customer accounts (89% residential)
 - Approximately 45% of Phoenix
 - 34,646 square miles
- ~6,000 employees
- Peak demand is ~7,700 megawatts
- Investor owned (PNW)



A BALANCED ENERGY SUPPLY

 NATURAL GAS

 COAL

 NUCLEAR



	Nameplate (MW)
Natural Gas	5,143
Coal	1,357
Nuclear	1,146
Microgrid	35
Renewables	2,514
Grid Scale Solar	535
Rooftop Solar	1561
Wind	391
Other	27
Energy Efficiency and Demand Response	2,115
TOTAL	12,310

 Solar PV

 Wind

 CSP w/ storage or ESS

 Biogas

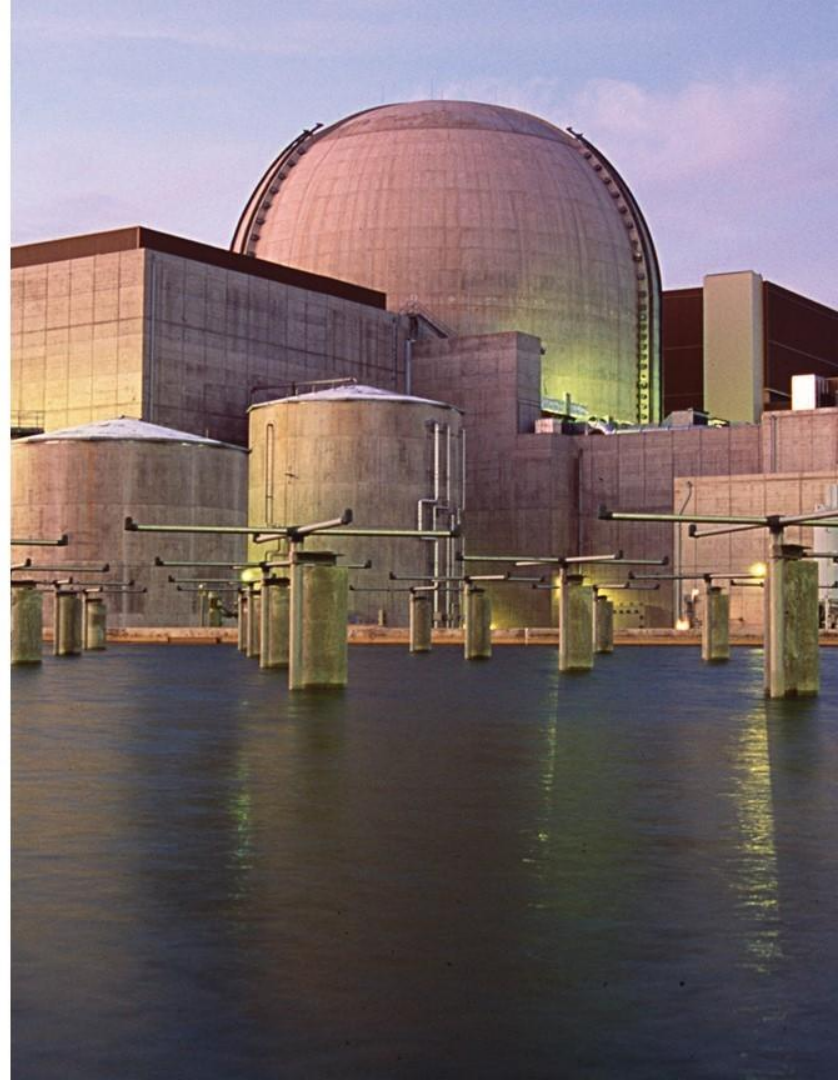
 Biomass

 Geothermal



NATION'S LARGEST **CLEAN-AIR ENERGY** PRODUCER

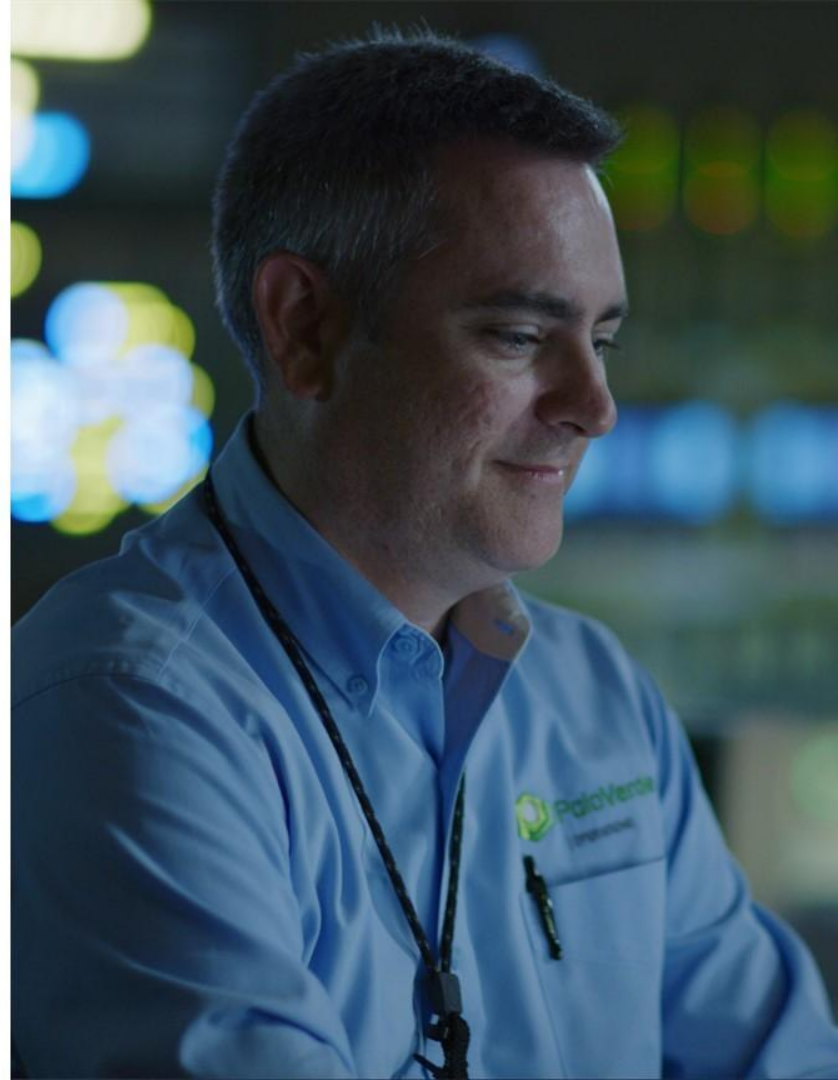
- Supplies the majority of Arizona's clean-air energy
- Generates more than 32 million megawatt hours annually; enough power for more than 4 million people





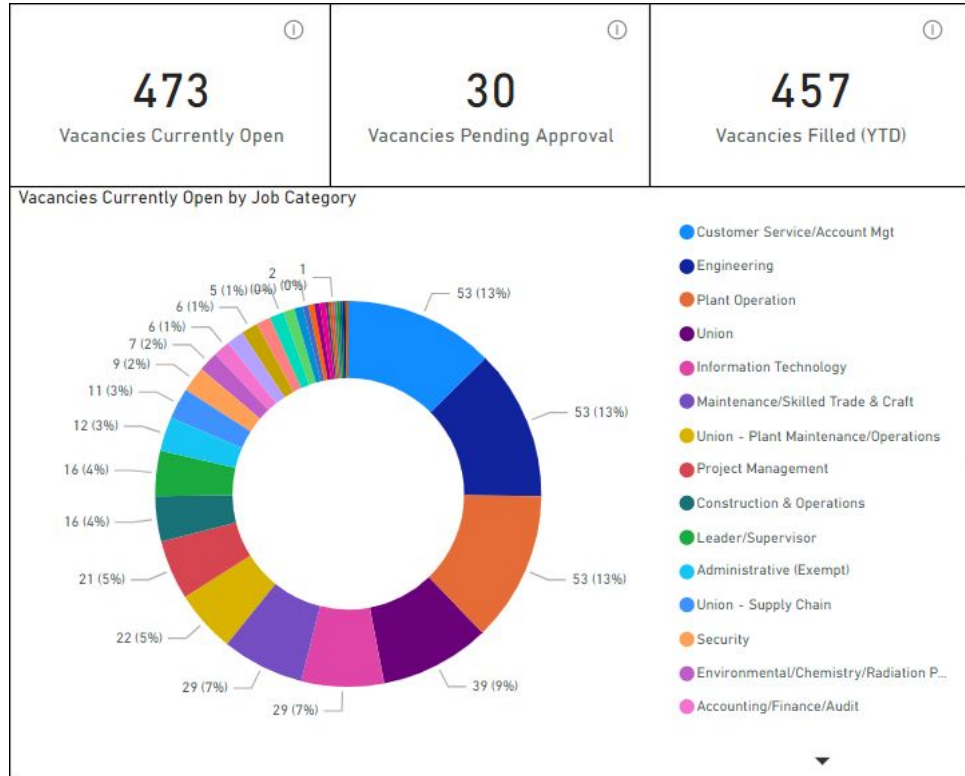
\$2 BILLION ANNUAL **ECONOMIC IMPACT**

- Largest single AZ taxpayer
- 2,000 full-time employees
- \$130 million annual spend with 1,200 Arizona businesses



2024 Current Inventory

- 5% vacancy rate / 300 open vacancies on average
- Career opportunities span the state
- Broad range of exempt/non-exempt roles spanning numerous job categories and professions
- Exceptional total rewards



Pipeline Programs:

Nuclear Generation:

Nuclear Security Cadet

Radiation Protection Technician

Chemistry Technician

Legacy Engineering Program

Nuclear Auxiliary Operator Trainee

Nuclear Maintenance Intern

Summer Intern

Nuclear Maintenance Apprentice

Water Resources Auxiliary Operator Trainee

T&D Engineering/Operations – Customer Experience:

Pre-Apprentice (Lineworker, Substation Electrician, Polyphase)

Customer Project Associate

Customer Care Associate

Rotational Engineering Program

Summer Intern

14 different programs accepting external applicants

FT/Benefits/Paid Training

Remote/Hybrid/Location-Based

Entry-level and Early Career

Customer Associate Job Preview Video

<https://vimeo.com/791997130/c8c8fe5cf2?share=copy>

Customer Project Trainee

<https://vimeo.com/manage/videos/760411607/b7c451c28b>

Pre-Apprentice



Lineworker

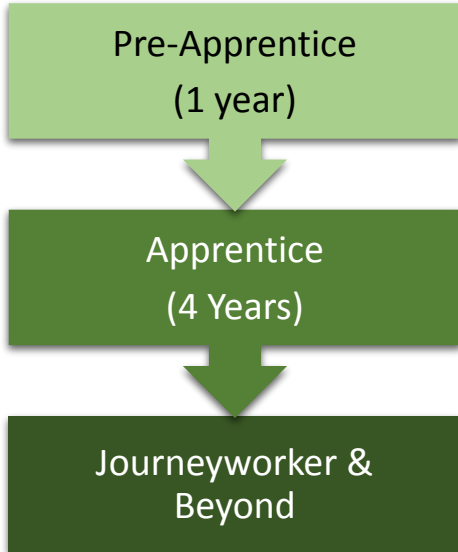


Substation Electrician



Polyphase Meterman

Pre-Apprentice Program



Program Highlights:

- Nationally Recognized & Accredited
- Get paid for on the job training with crews & classroom instruction (\$28/hour for Pre-Apprentice)
- All benefits of a regular APS employee (health, retirement, paid time off)
- Tools, Safety Equipment, Day School, and books are paid for during the Pre-Apprentice and Apprenticeship
- Opportunities around the state
- Safety Forward culture



Questions?



Session Evaluation

We want to hear from you!

