

Common Hiring Practices at Energy Companies

Jobs in the energy industry offer numerous benefits, including competitive salaries, opportunities to work in non-traditional environments, upward mobility, and the satisfaction of making a positive contribution to the community.

While every company has its own process for evaluating and hiring new employees, a number of practices are standard across the industry. This document outlines common expectations of new hires.

Drug Testing

Drug testing is standard practice for energy companies. This is typically done after an offer has been accepted. Employment is contingent upon passing the drug test.

Background Checks

Background checks are also standard practice for energy companies. Employment is likewise contingent upon passing a background check. In some cases, a criminal record check will be conducted.

Online Applications

All energy companies post job opportunities on their websites. Applying online has also become standard for the industry. Initial screening for qualifications is handled through this process; the best applicants are then contacted by phone or email and asked to continue to the next step. The [Get into Energy](#) website scrapes all member job posting sites daily and posts at this one location.

Fit for Duty Testing

Some companies require fit for duty testing for certain positions that may have certain physical activity requirements. Companies cannot discriminate against people with disabilities, and are required to make reasonable accommodations. However, some positions might preclude people with physical limitations from doing the work required of certain skilled trade jobs.

Pre-Employment Testing

All energy companies require some type of pre-employment testing. This may just be a background check and a drug test, as mentioned above, or more extensive such as knowledge and skills testing. The testing will be dependent on the position the applicant is applying for. Many companies offer applicants practice testing, so make sure you ask about this when you apply, or check the company's website. If the position requires an applicant to take and pass the EEI battery of tests, a self-study guide has been created and is available [here](#).

Interviewing

Most energy companies use an interviewing technique called Behavioral or Competency-Based Interviewing. This means that applicants will be asked questions specifically geared toward determining whether they have the knowledge, skills and personal attributes necessary to succeed in a specific job. Candidates will be asked for specific examples of how their personal characteristics have allowed them to meet challenges relevant to the position being sought.

Education

Education requirements vary by position. However, all positions require a minimum of a high school diploma or a GED. Some positions, such as those in engineering, require a four-year degree. Others, such as lineworkers, technicians, pipelayers/pipefitters, and power plant operators require a high school diploma. Math and reading skills, in particular, are important for all energy-related jobs.

Benefits

Energy companies offer some of the best benefits available in the business world. If you are employed by an energy company, you can expect to receive healthcare and life insurance benefits, including flexible spending account options, vision, dental and mental health; retirement and pension plans and opportunities for advancement.