



ENERGIZE YOUR CAREER PATH

OHIO'S ELECTRIC
COOPERATIVES

Your Touchstone Energy® Cooperatives 

What Are Electric Cooperatives?

Since the 1930s, Ohio's electric cooperatives have worked to provide power to 77 of Ohio's 88 counties. Co-ops have long been unique among power providers because they are built by, and work for, the communities they serve. That's right! The people who live in electric cooperative communities own and operate their co-op. That means the decisions made by the cooperative are made with the best interest of their members in mind. Electric cooperatives are known for their commitment to providing electricity that is reliable, affordable, and environmentally responsible to their members, and for being actively involved in the communities they serve.

THAT is the cooperative difference!



Why Electric Cooperatives Make Great Workplaces

Electric cooperatives are committed to enriching the lives of their members, as well as their employees! They achieve this by providing:



Competitive pay



Growth and education opportunities



Excellent benefits



Support to their communities and neighbors



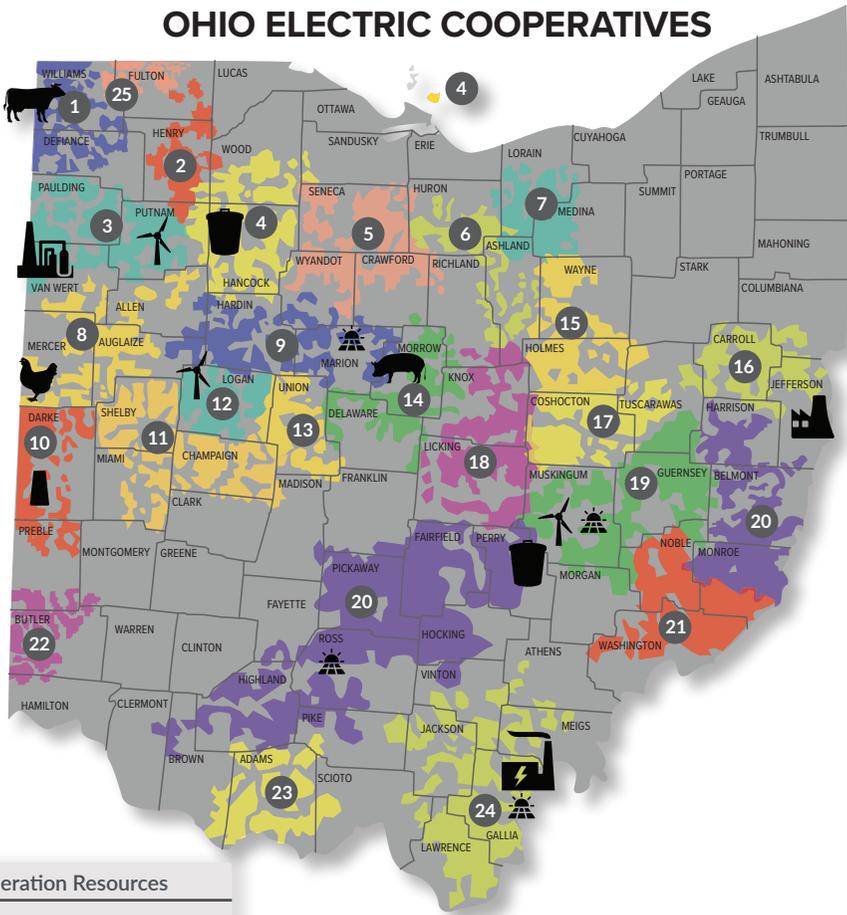
A family-oriented work environment



Stable, reliable work

In this booklet, you'll learn about the different career opportunities offered at your local electric cooperatives and the power plants that provide electricity to co-op members. Above all, a servant leader mentality is essential to working at a co-op since electric cooperatives exist to serve their members.

SERVICE AREAS OF OHIO ELECTRIC COOPERATIVES



Generation Resources



Solar
Generating Facilities



Wind



Biodigester



Biodigester



Biodigester



Landfill



Cardinal
Power Plant



Kyger Creek
Generating Station



Robert P. Mone Plant
(Peaking Plant)



Greenville Generating
Station (Peaking Plant)



Clifty Creek
Generating Station

- | | |
|--------------------|---|
| 1. North Western | 14. Consolidated |
| 2. Tricounty | 15. Holmes-Wayne |
| 3. Paulding Putnam | 16. Carroll |
| 4. Hancock-Wood | 17. Frontier |
| 5. North Central | 18. Energy Co-op (Licking) |
| 6. Firelands | 19. Guernsey-Muskingum |
| 7. Lorain-Medina | 20. South Central |
| 8. Midwest | 21. Washington |
| 9. Mid-Ohio | 22. Butler |
| 10. Darke | 23. Adams |
| 11. Pioneer | 24. Buckeye |
| 12. Logan | 25. Midwest Energy
(based in Michigan) |
| 13. URE | |

Line Work



A lineworker maintains, updates, and repairs the electric systems to keep the lights on in their communities. Line work is a highly physical job that requires patience, attention to detail, endurance, commitment to working safely, and a strong work ethic. As an electric cooperative lineworker, you can rest assured that you will work close to home, return home each night, and serve your own neighbors. While you may work long hours at times, sometimes in the rain, snow, or heat, it is a challenging and rewarding job that offers growth opportunities.

Average Education Requirement: High School Degree

Average Hourly Rate for
Apprentice Groundsman:

\$25/hr



Average Hourly Rate for
Class A Lineworkers:

\$45/hr



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My favorite thing about working for Logan County Co-op is the ability to give back and help our members by providing a service to them that few people can do and having the ability to keep their lights on.

**Mason Shoemaker, lineworker at
Logan County Electric Cooperative**

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Marketing & Communications



As a marketing and communications professional, you will be challenged to continue learning and trying new things. At an electric cooperative, a marketing and communications employee will promote the great things co-ops do in the community, including the programs that enrich the lives of co-op members. This ever-evolving industry requires individuals who are creative, adaptable, organized, and able to juggle multiple projects at once. These jobs can include copywriters, editors, graphic designers, social media managers, and much more.

Average Education Requirement: Bachelor's Degree

Average Salary for
Entry-Level
Positions:

\$50,000



Average Salary for
Advanced Positions:

\$95,000



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Co-ops are a great place to work because of the camaraderie within the local co-op and the network of other communicators from around the state and nationally who work as a team sharing ideas and content.

**Samantha Kuhn, marketing and communications manager at
Paulding Putnam Electric Cooperative**

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Member Services Representative



Electric cooperative staff often live, work, and play within the communities their co-op serves, so it comes naturally to member services experts to show concern for their neighbors. These individuals provide one-on-one support to co-op members by answering their questions, helping them understand their bills, and processing their payments. To be successful in this field, you must be patient, compassionate, and resourceful.

Average Education Requirement: High School Degree

Average Hourly Rate for
Entry-Level
Positions:

\$17/hr



Average Hourly Rate for
Senior-Level
Positions:

\$24/hr



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I had just gone back to college to finish my bachelor's degree when I started working at South Central Power. Not only did the co-op support me while furthering my education, but it also offered me tuition reimbursement.

Brittany Root, member services specialist at South Central Power Company

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Information Technology



If you are a tech-savvy problem solver who likes to be challenged, then a career in information technology (IT) might be for you! Electric co-op IT experts are in charge of installing, maintaining, and repairing hardware, software, networks, and servers. To work in IT, you should be interested in troubleshooting and solving technical problems, helping co-workers learn and adapt to new systems, and exploring emerging technologies, such as cybersecurity.

Average Education Requirement: Bachelor's Degree

Average Salary for
Entry-Level
Positions:

\$60,000



Average Salary for
Advanced Positions:

\$100,000+



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One of the most enjoyable parts of my job is having the opportunity to help other employees grow in their use of technology as it changes. I really enjoy helping my coworkers find new and more efficient ways to accomplish their day-to-day work.

Kevin Houk, tier II system administrator at Pioneer Electric Cooperative

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Human Resources



Human resources professionals play a critical role in employee and organizational development through performance management, training, and strategic planning. These experts help with recruiting and hiring talent, promoting employee programs, and conflict resolution. Human resources employees are patient, sympathetic, excellent verbal, written, and interpersonal communicators, and eager to find ways to enrich the lives of their co-workers.

Average Education Requirement: Bachelor's Degree

Average Salary for
Entry-Level
Positions:

\$53,000



Average Salary for
Advanced Positions:

\$100,000



“ *Our jobs go far beyond providing power. When you work at a co-op, you're playing an active role in enhancing the lives of your neighbors. Plus, you really do gain another family when you work at a co-op; electric cooperative employees are the salt of the earth.*

Robyn Tate, human resources and community relations director at
Holmes-Wayne Electric Cooperative

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Engineering



If you're interested in an engineering career, then an electric cooperative is the workplace for you. The electric industry is always evolving and needs engineers to support with planning and designing electric co-op electrical systems to ensure reliability for members. Electric co-op engineers are critical and logical thinkers who have a keen eye for detail and love finding solutions to issues.

Average Education Requirement: Bachelor's Degree

Average Salary for
Entry-Level
Positions:

\$60,000



Average Salary for
Advanced Positions:

\$100,000+



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You get to learn about all parts of the business when working at an electric cooperative. Even though many individual co-ops are small, all co-ops share knowledge across a tight network, so you get to create relationships with other engineers across the country.”

Ben Wilson, director of power delivery engineering at Ohio's Electric Cooperatives

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Power Plant Equipment Operator



Several roles are essential to operating a power plant, like the Cardinal Plant in Brilliant, Ohio, which provides power for Ohio's electric cooperatives. Power plants like Cardinal Plant generate electricity using complex equipment, which requires skilled equipment operators who control, operate, and maintain the plant's machinery. These individuals are focused problem solvers who are mechanically inclined, have great attention to detail, and work well under pressure.

Average Education Requirement: High School Degree

Average Salary for
Entry-Level
Positions:

\$60,000



Average Salary for
Advanced Positions:

\$100,000+



“ *Being an equipment operator isn't your typical 9-to-5 job. I get to problem-solve and learn new skills every day, and I get the satisfaction of doing work that helps people in my own community. Best of all, I am able to provide a great life for my family.*

**Austin DiNofrio, equipment operator at
Cardinal Operating Company**

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Youth Opportunities

Ohio's electric cooperatives offer numerous personal, professional, and academic development opportunities to young people in the communities they serve.

Every electric co-op in the state offers **scholarships**, including the Children of Members scholarship, to local youth. Students have the opportunity to receive scholarships from their electric cooperative and may have the opportunity to compete at a statewide level to receive additional scholarship funds.

In addition, electric co-ops frequently offer **internships** in the career paths mentioned in this booklet for both full- and part-time experiences. Electric cooperatives are great places to work, learn, and grow for young professionals — including those still in school! Visit your local electric co-op's website to learn about internship opportunities it offers.

Common Co-op Internships

- Human Resources Intern
- Engineering Intern
- Social Media Intern
- Graphic Design Intern
- Information Technology Intern
- Accounting Intern

★ YOUTH TOUR ★

For more than 50 years, high school students from across the nation have gathered in Washington, D.C., for the trip of a lifetime, courtesy of their local sponsoring electric cooperatives, their state association, and the National Rural Electric Cooperatives Association. This weeklong, all-expenses-paid trip, called Youth Tour, gives students the opportunity to explore our nation's capital, meet with elected officials who represent their hometowns, get to know other cooperative students from across the country, and learn about the electric co-op network.

Interested? Reach out to your local electric cooperative to learn more and apply to attend Youth Tour!



Scan this QR code to start exploring careers at

Ohio's electric cooperatives.



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Your Touchstone Energy® Cooperatives 

www.ohioec.org/careers