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Over 400 veterans return to work across DTEK Energy



Our energy company [DTEK](#) reports that 434 veterans now work across DTEK Energy, the operating company responsible for coal mining and electricity

generation within DTEK Group. Most returned to the company after their service, 94 joined for the first time, and 65 live with a disability. DTEK Energy supports its defenders and their families from the moment of mobilisation through to their return to work and civilian life.

How many veterans work at DTEK Energy?

There are 434 veterans working across DTEK Energy's enterprises. The majority returned to the company after completing their service, while 94 were employed there for the first time, and 65 live with a disability. Since the war began in 2014, 5,028 DTEK Energy employees have joined the defence of Ukraine.

What support does DTEK Energy provide?

Supporting defenders, veterans and their families is an important part of DTEK Energy's work. The company stays in contact with employees from mobilisation, through service and after they return, helping them adapt to work and civilian life. Its programme covers medical and psychological support, legal aid, family assistance, training, retraining and help returning to professional life. Where health allows, a veteran resumes their previous role; where it does not, the company helps them find other work or learn a new speciality.

*"Veteran-centred care is daily work for us. We want every defender on the DTEK Energy team to know that the company is alongside them — during service, after their return and at every stage of adaptation," said **Oleksandr Fomenko, chief executive of DTEK Energy.***

How does DTEK Energy support veterans with a disability?

The company has carried out accessibility audits at its production sites, including the surface areas of mines, thermal power plants and machine-building plants, and is making changes in stages to improve workplaces, facilities and routes. This includes adapting spaces, installing handrails, providing more accessible

washrooms and showers, and marking hazardous areas where needed.

What is the "MOZHU" tool?

DTEK Energy is developing "MOZHU" ("I Can"), which matches roles to people with a disability, including veterans. It aligns a person's medical assessment and functional capabilities with their experience, knowledge and skills, and with the conditions of a specific role. This allows a veteran to apply their professional experience safely and fully, rather than simply filling an existing vacancy.

How are veterans supported day to day?

Each enterprise has a dedicated coordinator for mobilised employees and veterans, working alongside managers, human resources specialists, psychologists, lawyers, medics and colleagues to make the return to civilian work clear and less stressful. Sport, team events and shared activities with families also help veterans rebuild their physical and psychological strength and stay connected to their teams.

We commend every colleague who has served in defence of Ukraine.