

Energy

The energy sector is dynamic, employing millions of Americans. Following the passage of the historic [Bipartisan Infrastructure Law](#), companies in the energy sector are faced with the challenge of training the next cohort of skilled workers to meet the demand of new energy and infrastructure projects that are being developed, while ensuring workers have good jobs with career pathways, strong wages, and worker protections. Registered Apprenticeship is employers proven solution for recruiting, training, and retaining world-class energy talent. In 2021, there were 13,539 registered apprentices in the energy industry, almost doubling over the past eight years.¹

THE NEED FOR REGISTERED APPRENTICESHIP IN ENERGY

The energy industry is critical to our country's infrastructure and economic competitiveness. The challenge? Significant talent shortages are slowing employers' efforts to expand, innovate, and excel.² Among these challenges:

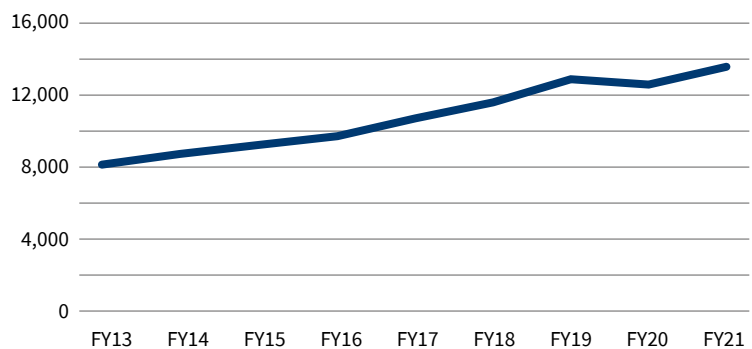
- ▶ An aging energy workforce with outdated skills
- ▶ A growing demand for newly-skilled energy workers to meet the demands of more technologically complex, renewable energy systems
- ▶ Energy worker retirements outpacing the rate at which new energy apprentices are being trained

These workforce challenges impact companies' productivity and profitability. The good news? There is a proven solution to meet your talent challenges: **Registered Apprenticeship**. It can be integrated into your organization's current training and workforce development strategy.

REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Employers in the energy sector across the U.S. and among our global competitors use the Registered Apprenticeship training model to recruit, train, and retain workers with the right skills. Registered Apprenticeship has been the most effective training model for enhancing companies' performance and competitiveness.

Active Energy Apprentices, Fiscal Years 2013–2021



In 2021, there were
13,539
Apprentices
in the energy industry



WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Energy employers realize several benefits from implementing Registered Apprenticeship programs. Through apprenticeship, you will:

- ▶ Engage and leverage the expertise of experienced employees to mentor new workers and support effective succession planning
- ▶ Recruit and develop a diverse and highly-skilled workforce to meet current and future energy industry needs
- ▶ Vet workers and instill the company's culture
- ▶ Improve productivity, profitability, and the company's bottom line
- ▶ Reduce turnover, improve loyalty, and retain top talent
- ▶ Demonstrate investment in the community

Partner with the Office of Apprenticeship, a U.S. Department of Labor Industry Intermediary or State Apprenticeship Agency and access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps businesses quickly achieve workforce results.



"We're passionate about scaling this 'earn and learn' model in the U.S. Siemens knows first-hand how valuable apprenticeships are to growing the workforce needed to be successful."

—David Etzwiler, CEO, Siemens Foundation

SNAPSHOT: EXAMPLES OF ENERGY RELATED APPRENTICEABLE OCCUPATIONS

- ▶ Line Maintainer
- ▶ Electrician
- ▶ Power-line Distribution Erector
- ▶ Gas-Main Fitter
- ▶ Water Treatment Specialist
- ▶ Substation Operator

¹ The numbers represent apprentices associated with the NAICS Codes 21 and 22.

² Building an Energy Workforce for the 21st Century, (www.energy.senate.gov/public/index.cfm/files/serve?File_id=4269D9FB-3713-4371-AD66-CE9117A54E5D)

Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at apprenticeship@dol.gov.

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