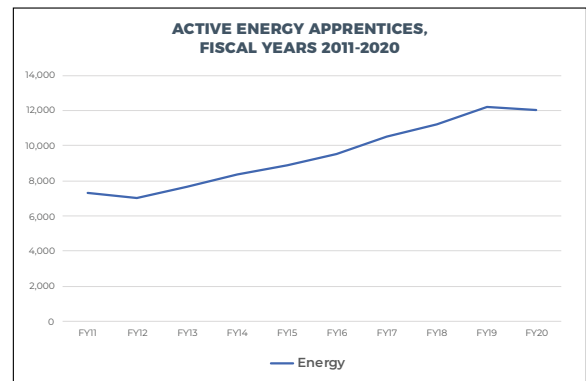




DISCOVER APPRENTICESHIP: ENERGY

The energy sector is dynamic, employing millions of Americans. As the country continues to grow and modernize its energy infrastructure, companies in the energy sector are facing looming shortages of skilled workers. Apprenticeship is your proven solution for recruiting, training, and retaining world-class energy talent. In 2020, there were 12,022 registered apprentices in the energy industry, almost doubling over the past nine years.¹



ENERGY AND THE GROWING TALENT GAP

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

- ✔ An aging energy workforce with outdated skills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

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

SNAPSHOT: 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." URL: <https://www.energy.senate.gov/services/files/4269D9FB-3713-4371-AD66-CE9117A54E5D>

APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

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

WHAT IS APPRENTICESHIP?

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, classroom instruction, and a portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that your apprenticeship program meets national quality standards.

"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 Etwiler, CEO, Siemens Foundation

HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

Energy employers realize a number of benefits from implementing 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 your company's culture
- ▶ Improve productivity, profitability, and your bottom line
- ▶ Reduce turnover, improve loyalty, and retain top talent
- ▶ Demonstrate investment in your community

Partner with the Office of Apprenticeship and access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you achieve workforce results quickly.

DISCOVER 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 call our toll-free number:

Phone: 1-877-872-5627

Speech and Hearing Impaired: 1-877-889-5627

Sponsored by the U.S. Department of Labor. The U.S. Department of Labor, Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.