

# Energy

The energy sector is dynamic and employs millions of Americans. 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. Employers are increasingly utilizing Registered Apprenticeship as a proven solution to recruit, train, and retain world-class energy talent. In 2024, there were 25,473 registered apprentices served in the energy industry, a 41 percent increase over the past 4 years.<sup>1</sup>

## THE NEED FOR REGISTERED APPRENTICESHIP IN ENERGY

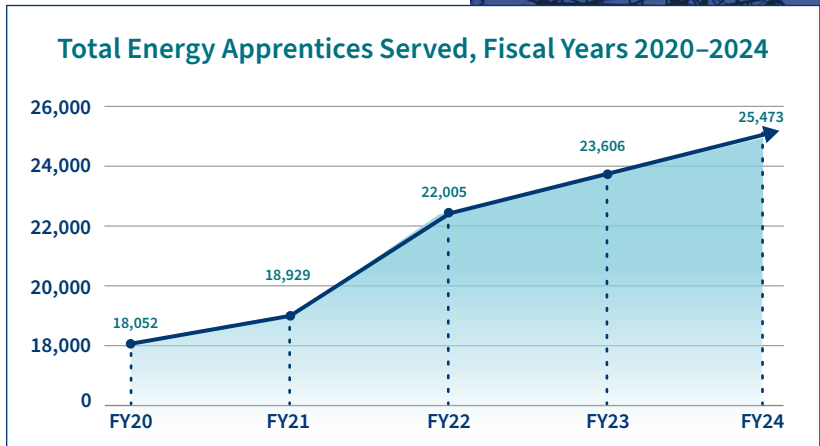
The energy industry is critical to the country's infrastructure and economic competitiveness. The challenge? Significant talent shortages are slowing employers' efforts to expand, innovate, and excel.<sup>2</sup> Among these challenges:

- ▶ An aging energy workforce with outdated skills;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; and
- ▶ 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 the 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 in the U.S. and around the world 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.



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## WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway through which employers can develop and prepare their future workforce, and individuals can obtain paid work experience with a mentor and receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved 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, employers will:

- ▶ Engage and leverage the expertise of experienced employees to mentor new workers and support effective succession planning;
- ▶ Recruit and develop a 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; and
- ▶ Demonstrate investment in the community.

Partner with the Office of Apprenticeship, a [U.S. Department of Labor Industry Intermediary](#), or your respective State Apprenticeship Agency to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you quickly achieve



*“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**

### SNAPSHOT: EXAMPLES OF ENERGY-RELATED APPRENTICEABLE OCCUPATIONS

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

<sup>1</sup> The numbers represent apprentices associated with the NAICS Codes 21 and 22.

<sup>2</sup> Building an Energy Workforce for the 21st Century, ([www.energy.senate.gov/public/index.cfm/files/serve?File\\_id=4269D9FB-3713-4371-AD66-CE9117A54E5D](http://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](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

**APPRENTICESHIPUSA™**  
★★★