



Press release

RWE powering Green Futures with 2024 training programmes

- **Launch of new RWE Generation training scheme to support decarbonisation projects**
- **Opportunities for additional qualifications to develop skills for life**
- **33 new positions will be created across RWE's UK businesses**

Swindon, 5 February 2024

To support a clean energy world it requires a diverse workforce. The world of apprenticeships has changed, to support a dynamic innovative, and fast-paced sector such as energy, people of all ages and backgrounds are required. At RWE we are celebrating our apprentices who are at the future heart of our ambition to achieve Net Zero by 2040, and of expanding our green generation capacity globally to 65 gigawatts, with some £15 billion earmarked for the UK.

As part of our ongoing commitment to leading the transition of our future energy system, RWE this year has created 33 new apprenticeships. These include onshore and offshore windfarm technicians, RWE Supply and Training IT roles as well as Engineering Technician Apprentices for its RWE Generation business.

Apprenticeship opportunities are a great way to earn and learn, with opportunities ranging from HNC or HND level through to Master's degree level – more and more people are using the apprenticeship route to gain qualifications without the debt as most are fully funded by an employer apprenticeship levy fund. RWE already has a long tradition of apprenticeships with the first one created over 50 years ago to support the coal generation sites; through to today's schemes supporting a decarbonised energy system.

Tom Glover RWE UK Country Chair: "To ensure we deliver our ambitious decarbonisation targets, we need to attract people with new approaches, diverse backgrounds and who bring fresh ideas. All of our apprentices come from the regions that our power plants or business quarters are located in and are therefore able to make a valuable contribution to their local communities."

The 33 new apprentice posts, will join RWE's existing 70 apprentices currently training in



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different business units and across a range of positions in the UK; from wind technicians, accounting technicians, associate project managers, software development and software testers and engineering apprentices. With over 100 apprentices in total, that's potentially over 3% of RWE's UK workforce made up from apprentices.

Stewart Harris, joined RWE following a distinguished career in the Army. Commenting on his role as an HSE Development and Construction Apprentice he said, "I enjoy working in the offshore industry, I find a lot of fulfillment in contributing to sustainable energy, dynamic work environments, and the challenges it brings. The sense of accomplishment in being part of a cutting-edge industry and the opportunity to work in unique locations."

Commenting on her apprenticeship with RWE, **Phoebe McGouran, Data Centre and Cloud C&DC (MFP-D), Level 4 Associate Project Manager**. "I find my RWEST apprenticeship to be the best decision I think I could have made after leaving college, it has taught me life changing skills even within the first five months and developed me into a more mature, knowledgeable person within IT and project management; who to start with had limited knowledge within this area. I love how RWEST has given me the chance to communicate with people from different areas of the world due to it being an international company and the chance to travel to Germany to meet members of my team; everyone has been extremely helpful and willing to help me progress through training courses and taking time out of their schedule to teach me,"

Connor Silom RWE Engineering Technician Apprentice said: "If you're looking to get into engineering, an apprenticeship is the best way to go. The RWE scheme is great, as I have all the support I need from the company, and I was made to feel part of the team from day one. RWE offer many opportunities if you're willing to put the work in, there is an extensive progression ladder that can lead you anywhere within the business. The qualifications gained, such as the HNC, are great to have on your CV, and can help you progress towards becoming a professionally registered engineer".

HSE Apprentice for offshore Wind Farm Triton Knoll, Aurelia Pearson talks about her apprenticeship: "My apprenticeship has been a fantastic opportunity to be part of a company with such a powerful ethos. I am surrounded by inspirational people and a range of unique opportunities to learn new skills. I can utilise my interest in the environment and am very excited to play a part in the future of safety within the wind industry."

National apprenticeship hub at Coleg Llandrillo, Wales

RWE developed a national apprenticeship hub at Coleg Llandrillo in Wales, building on a bespoke, award winning wind turbine technician apprenticeship originally developed with the coleg. The successful programme was first launched in 2012 to generate skilled wind technicians who could meet the growing needs of the offshore wind sector. To further develop skills after an apprenticeship, the company has created the Technician Career Pathway. This scheme won first prize from Renewables UK for delivering improved skills and competence within Offshore Wind. 60 technicians have already joined this scheme, demonstrating RWE's commitment to developing staff to their full potential.

The programmes available last between two to four years, providing trainees with an in-depth

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understanding of the technical and practical skills required to work in the power and energy industry. The programmes are delivered with a mixture of both on operational sites with hands on learning and in educational/college settings. Apprentices are recruited through various assessment centres, after which the candidates complete an interview, team exercise and tests.

RWE has a dedicated online [apprenticeship hub](#) which includes all roles available and some helpful tips and advice for candidates. The company also offers a range of opportunities to add to peoples skills including industrial placement programmes, higher apprentices and fast-track generation technician programmes alongside graduate schemes.

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RWE is leading the way to a green energy world. With an extensive investment and growth strategy, the company will expand its powerful, green generation capacity to 50 gigawatts internationally by 2030. RWE is investing €50 billion gross for this purpose in this decade. The portfolio is based on offshore and onshore wind, solar, hydrogen, batteries, biomass and gas.

RWE Supply & Trading provides tailored energy solutions for large customers. RWE has locations in the attractive markets of Europe, North America and the Asia-Pacific region. The company is responsibly phasing out nuclear energy and coal. Government-mandated phaseout roadmaps have been defined for both of these energy sources. RWE employs around 19,000 people worldwide and has a clear target: to get to net zero by 2040. On its way there, the company has set itself ambitious targets for all activities that cause greenhouse gas emissions. The Science Based Targets initiative has confirmed that these emission reduction targets are in line with the Paris Agreement. Very much in the spirit of the company's purpose: Our energy for a sustainable life.

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