



Press release

RWE Launches 2025 Apprenticeship Programme: empowering skills for life in the energy transition

- **Opportunities for additional qualifications to develop skills for life**
- **32 new positions will be created across RWE's UK businesses**
- **Supportive mentoring and benefit package offered across a range of roles**

Swindon, 10 February 2025

In celebration of National Apprenticeship Week 2025, themed 'Skills for Life', RWE, the UK's leading generator, is proud to announce the launch of its 2025 Apprenticeship Programme, creating 32 new opportunities for individuals to earn, learn, and contribute to the UK's energy transition.

With positions spanning offshore wind technician roles, generation technicians, graduate schemes and year in industry placements. RWE is investing in the development of talent essential to achieving its Net Zero by 2040 ambition. These roles represent RWE's commitment to building a skilled, diverse workforce to power a sustainable energy future.

RWE's apprenticeship programme reflects the evolution of careers in the energy sector. From coal-generation apprenticeships over 50 years ago to cutting-edge training for offshore wind and green generation, RWE remains at the forefront of workforce development.

Tom Glover, RWE UK Country Chair, said: "Our apprentices are the future of RWE and are at the very heart of our ambition to be carbon neutral across all our operations by 2040. As we expand our clean generation capacity, these talented individuals will play a vital role in shaping the future energy system. Apprenticeships are not just about gaining skills—they are about building careers, transforming lives, and inspiring a new generation to help power the transition to a sustainable world."

RWE currently has 75 apprentices across all programmes, below some of them comment on their career pathways.



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Madeleine Warburton is a current Wind Turbine Apprentice. “Since joining the apprenticeship, I’ve had great support from my guide group and leaders who helped me grasp and learn different skills. Living and working alongside peers also means that there’s always someone looking out for you.

One of the highlights of my apprenticeship has been being nominated for one of the Young Energy Professional Awards, being the youngest person at the ceremony and seeing a lot of really strong female role models on the stage. I felt like I belonged.”

Katarina Nikolic is in her second year as an engineering apprentice and is currently based at Little Barford a gas power station near St Neots. “I joined RWE as an apprentice as I wanted the opportunities that a paid apprenticeship provides. I enjoy the practical side of things and prefer being on site and getting hands on with the job. It’s very different from being in the classroom. My advice to people who are interested in an apprenticeship is to just go for it!”

Nathan Curry works as an IT apprentice within the RWE Supply and Trading (RWEST) business based in the RWE UK headquarters in Swindon. “When I finished school, I wanted to gain work experience while continuing to learn, and the project management apprenticeship with RWE was the perfect fit. It gave me the opportunity to work in a professional environment, take on real responsibilities, and develop technical and business skills that I wouldn’t have gained in a classroom.”

Apprentices are the backbone of RWE operations many achieving management positions, **Harry Barlow, Maintenance Manager at Staythorpe Power Station** comments on his pathway. “Over 15 years ago, I decided to go down the apprenticeship route as I wanted to explore vocational qualifications and earn a salary while learning. The combination of practical training, academic qualifications, and workplace exposure gave me the confidence to take on new challenges and laid the foundation for my career progression. Without the apprenticeship’s structure and opportunities, I wouldn’t have been able to progress as quickly or effectively.”

RWE’s recent apprenticeship programs have trained apprentices across the UK in roles ranging from wind technicians to software developers with the group making up more than 3% of RWE’s UK workforce. The company’s national offshore apprenticeship hub at Coleg Llandrillo in Wales, launched in 2012, remains a cornerstone of its strategy, having supported training over 100 offshore wind technicians.

RWE’s apprenticeship and graduate programmes are designed to equip participants with hands-on experience and professional development, offering a solid foundation for a lifelong career in energy. The initiative not only supports RWE’s growth objectives but also addresses the UK’s wider skills gap in the renewable energy sector.

The 2025 apprenticeship programmes will run between two to four years, combining hands-on training at operational sites with classroom-based learning. Candidates undergo a rigorous selection process, including assessment centres, team exercises, and interviews, to ensure the

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best talent joins RWE's mission to create a clean energy world.

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 clean energy world. With its investment and growth strategy Growing Green, RWE is contributing significantly to the success of the energy transition and the decarbonisation of the energy system. Around 20,000 employees work for the company in almost 30 countries worldwide. RWE is already one of the leading companies in the field of renewable energy. RWE is investing billions of euros in expanding its generation portfolio, in particular in offshore and onshore wind, solar energy and batteries. It is perfectly complemented by its global energy trading. RWE is decarbonising its business in line with the 1.5-degree reduction pathway and will phase out coal by 2030. RWE will be net-zero by 2040. Fully in line with the company's purpose - Our energy for a sustainable life

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