

Careers in Energy: **GETTING TO KNOW THE INDUSTRY**

The energy industry supports 6 million jobs representing over 100 well-paying, reliable career options. Whether you're a thinker or tinkerer, an outdoor enthusiast or office specialist, engineer or environmentalist — there's a job just for you.

The important people who work within this industry power our homes and the places we learn, play, heal and work — and, while some jobs have prerequisites, there's plenty of opportunity regardless of your degree or previous experience.



Let's explore some of the most common aspects, and some misconceptions, about careers in the energy industry.

Earning potential is strong in the energy industry.

TRUE! The energy industry pays well. Really well. The median hourly wage for all energy workers is \$25.60, compared to a national median hourly wage of \$19.14, meaning energy jobs pay 34% higher, on average, than the national median hourly wage. Some segments pay as much as 53% higher than the median hourly wage.* Many industry employees, including those who have entered the industry through apprenticeships and on-the-job-training, earn strong six-figure compensation. Those who work in the industry's non-technical areas, including those serving in traditional business roles, also enjoy strong earning potential. What's more, the industry is often recognized for its competitive employment benefits.

*Source: *Wages, Benefits, and Change 2020: Supplemental Report to the U.S. Energy and Employment Report*

The energy industry is boring and lacks excitement.

FALSE! The energy industry is one of the most dynamic business sectors in the world. In fact, energy companies are using pioneering technologies like energy storage to capture power and integrate renewable energy resources, such as wind, solar and hydroelectric power, into the grid by keeping supply and demand balanced. Drones have become a mainstay in our field as they support process efficiencies. Also, think about the rise in popularity of electric vehicles. It is energy professionals who are designing and implementing the infrastructure to support the rising demand of evolutionary transportation systems from coast to coast.



There is little to no opportunity for advancement in the industry.

FALSE! The energy industry invests heavily in the development of employees and many employers provide tuition assistance to support career advancement. There is a culture of internal promotion and development progression that allows industry professionals to earn while they learn.

The industry is constantly incorporating new technologies.

TRUE! Like most other industries, technology has played an increasingly important role in the energy industry. The nation's electric grid has often been described as one of the most complex machines on the planet. As technology advances in the industry and the world around us, energy professionals use their skills to manage in a more modern and sophisticated way. We need technical thinkers, engineers, cybersecurity experts and others who are eager to challenge the status quo and continue to develop the industry's technology for the next century.

There aren't energy jobs in my region.

FALSE! Energy jobs exist in every community, city and state in America. That's one of the beauties of what the industry offers. If you're looking to relocate to a small-town or discover the hustle of a metropolitan area, energy careers await!

For those with the itch to travel, many industry careers offer that opportunity — whether it is for routine work or supporting communities across the country that need to rebuild their power supply after a natural disaster.

The industry has a strong commitment to fostering a diverse, equitable and inclusive workforce.

TRUE! The industry is committed to bringing more diversity to businesses around the country to ensure the workforce mirrors the communities and customers it serves.

Examples of the industry's commitment to a more diverse, equitable and inclusive workforce can be seen in initiatives such as under-represented minority leadership programs, hiring partnerships with Minority Serving Institutions, economic development programs in low-income communities, and Employee Resource Groups (ERGs) for ethnic, racial, gender, LGBTQ and veterans' groups.

Jobs in the industry are only for people interested in STEM.

FALSE! The energy industry offers many positions for which STEM skills are essential. However, the industry also hires those who prefer the arts, languages, athletics and other disciplines. The industry seeks an array of talents and skill sets to power and fuel America.

Energy companies will hire hundreds of thousands of professionals over the next several years, including those who support the business of energy, such as accountants, attorneys, marketing professionals, customer service representatives, HR specialists, training and development leaders, and others who play vital roles in delivering clean, reliable energy solutions.

Energy careers have great job stability.

TRUE! Energy is an essential industry. The average tenure for industry employees is 15 years. The industry takes great pride in skilling and upskilling employees for tomorrow's careers, even if they haven't been invented yet! As technologies become more advanced, energy employees are prepared for the next growth area.

With so many career opportunities, people with a variety of interests, skills, life-experiences, passions and aptitudes fuel their future in the energy sector. Energy professionals are proud of the difference their work makes on communities across the country.