



## ATTRACTING AND DEVELOPING TALENT

*Giving fresh talent the chance to grow their skills, learn from industry experts and kick-start their career.*



*"I've always wanted to work in engineering and to have been accepted to work with SP Energy Networks as a craft apprentice is a great opportunity.*

*It's been extremely encouraging to see the work that SP Energy Networks does to support women in the engineering industry, so it's great to be a part of their team.*

*I look forward to learning new skills and pursuing my career with the company.*

*I'm excited for what the future holds and I'm proud that it's so supportive of my RGC rugby team.*

*Molly Kelly, Apprentice, SP Energy Networks*



## SUPPORTING FEMALE APPRENTICESHIPS

ScottishPower is committed to supporting the next generation of talent in engineering and is encouraging more women to consider pursuing a career in the energy industry. Apprenticeship and trainee programmes are offered at a range of entry levels, from age 16 upwards.

Raising awareness of gender diversity in the energy sector is a key focus for the company. ScottishPower is actively encouraging women into leadership roles and increasing its diverse and inclusive workforce, and also taking steps to address the deepening skills shortage.

In 2018, three female apprentices joined ScottishPower, including Molly Kelly from Anglesey in North Wales. Molly, aged 18, applied for a place on the SP Energy Networks craft apprenticeship programme after taking an interest in the company when it sponsored the women's Rygbi Gogledd Cymru (RGC) rugby team she plays for.

Molly plans to continue her rugby career with RGC whilst carrying out her apprenticeship and has recently been called up to play for the national Welsh Rugby Union's women's team in this year's Six Nations tournament.

ScottishPower apprenticeships sit alongside the graduate programme, scholarships, summer placements and engineering pre-apprenticeships to provide opportunities for young people from a broad range of educational backgrounds. Together, they give fresh talent the chance to grow their skills, learn from industry experts and kick-start their career.

