



Press release
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ENGIE is to hire 1800 work-study trainees from all over France in 2024

- **1800 apprenticeship and professional development contracts on offer, including 400 at ENGIE's school for trainees;**
- **Aim: work-study trainees to make up 10% of the Group's workforce by the end of 2030.**

ENGIE has just launched its 2024 campaign to hire 1800 work-study trainees on apprenticeships and professional development contracts. Candidates with vocational training certificates and up to five years of further education can apply now by visiting www.engie.com/jobs/alternance.

Work-study training plays a key role in attracting talented people to the Group and developing their loyalty – it provides them with opportunities to access energy-related professions that are hiring, so they can help deliver the energy transition. ENGIE is one of the main employers engaged in the energy transition in France. And through its aim of having work-study trainees account for 10% of its workforce by the end of 2030*, it is reasserting its commitment to developing this form of training.

Positions in more than 100 different types of job are available – in technical and digital areas, as well as in support roles and engineering. So that each trainee can get custom support and learn in a way that best suits them, each one will be able to draw on the expertise of an ENGIE Group tutor. Each tutor will have received training about a work and management charter applicable to all company staff.

ENGIE's school for trainees – 400 young technicians by the end of 2024

Of the 1800 positions open to work-study trainees, the Group wants to train 400 future technicians between now and the end of the year via its *Centre de Formation des Apprentis* (school for trainees), which has been dubbed the [Energy transition academy](#).

Open to young people between 16 and 29 years old on apprenticeship contracts and to adults undergoing professional retraining (on professional development contracts), free and paid training programmes cover professional MEE (energy maintenance and efficiency) and MELEC (electricity and connected environment professions) baccalaureates, as well as professional training certificates on energy and fluid system maintenance, home automation energy and fluids and electrical engineering. ENGIE's school for trainees has branches in the Paris region, as well as in Auvergne-Rhône-Alpes, Occitanie, Provence-Alpes-Côte d'Azur, Hauts-de-France, Nouvelle-Aquitaine and Pays-de-la-Loire.

The future technicians will be employed on two-year contracts that will incorporate a theoretical training component under the auspices of a leading educational partner and a practical component with one of the ENGIE Group's entities, supported by an experienced tutor enthusiastic about passing on their knowledge.

ENGIE's school for trainees has also introduced a scheme for young people with no certificates or qualifications who are determined to learn a profession – a seven-week pre-apprenticeship pathway.

"The aim is for work-study trainees to make up 10% of our workforce by 2030, and this is evidence of ENGIE's commitment to helping young people and people seeking to retrain with their learning – a genuine springboard to excellence. This is a fantastic opportunity for them to learn about the various professions involved in the energy transition and to enter the job market quickly, with all of the cards stacked in their favour. By joining ENGIE, young people are opting for a promising career and jobs with meaning, since they will be helping to bring about the energy transition", said **Jean-Sébastien Blanc, Executive Vice President in Charge of Human Resources and Corporate.**



A dedicated communications campaign

And to help hire 1800 talented people for the Group in France, ENGIE has launched a dedicated communications campaign on platforms such as Instagram, Snapchat, TikTok, LinkedIn, Indeed and Glassdor, in collaboration with content creators [@yofunders](#) and [@unamourdechef](#).



Work-study training at ENGIE – a few figures:

- 1800 positions to be filled throughout France
- More than 100 types of job
- 83% of ENGIE's work-study trainees find a job when they finish their training
- 9 free and paid training programmes with [ENGIE's school for trainees](#), from professional baccalaureates through to bachelor's degrees
- Nearly 90% of young people would recommend the ENGIE Group, according to *Happy Trainee 2024*

*Excluding GRDF and GRTgaz regulated entities**

About ENGIE

ENGIE is a global reference in low-carbon energy and services. With its 97,000 employees, clients, partners and stakeholders, the Group strives every day to accelerate the transition towards a carbon-neutral economy, through reduced energy consumption and more environmentally friendly solutions. Inspired by its purpose ("raison d'être"), ENGIE reconciles economic performance with a positive impact on people and the planet, building on its key businesses (gas, renewable energy, services) to offer competitive solutions to its customers.

Turnover in 2023: €82.6 billion. The Group is listed on the Paris and Brussels stock exchanges (ENGI) and is represented in the main financial indices (CAC 40, Euronext 100, FTSE Euro 100, MSCI Europe) and non-financial indices (DJSI World, Euronext Vigeo Eiris - Europe 120 / France 20, MSCI EMU ESG screened, MSCI EUROPE ESG Universal Select, Stoxx Europe 600 ESG-X).

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