



HITACHI
Inspire the Next



Virginia Chamber of Commerce Work-Based Learning Spotlight

Company Name:

Hitachi Energy

Please provide a brief overview about your company:

Hitachi Energy serves customers in the utility, industry and infrastructure sectors with innovative solutions and services across the value chain. Together with customers and partners, we pioneer technologies and enable the digital transformation required to accelerate the energy transition towards a carbon-neutral future.

We are advancing the world's energy system to become more sustainable, flexible and secure whilst balancing social, environmental and economic value. Hitachi Energy has a proven track record and unparalleled installed base in more than 140 countries. Headquartered in Switzerland, we employ around 40,000 people in 90 countries and generate business volumes of over \$10 billion USD.

Please provide a brief summary about your company's internship/apprenticeship/returnship program(s):

Hitachi began the process of participating in the Department of Labor and Industry's (DOLI) Registered Youth Apprentice (YRA) program in 2021. Hitachi has hosted welding and energy systems technology students into the facility in various positions, mentoring and training them in preparation for careers. Hitachi has modeled for the community an investment in the local youth and other companies are following suit.

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about?

Retention level is extremely high when a student begins their career through an apprentice program with Hitachi. A highly skilled labor force is being created as students become full time employees with multiple certifications and hands on training. Moving from an apprentice to a journeyman is expediated with hours from high school being counted towards the overall experience. Students interested in this career pathway should also know that the employer supports them with future training and class experience. Many programs have been established

to fulfill the mission of having a long-term, highly skilled workforce that contributes to a strong local economy.

What kinds of work assignments are interns/apprentices responsible for at your company?

Apprentices follow a work process set forth by DOLI. This creates a thorough ability to continue to learn the trade at an advanced level. Assignments vary based on the students' training and skillset. Hitachi has placed apprentices as welders, assemblers, and electrical/conduit technicians.

If another company wanted to start an internship/apprenticeship/returnship program, what words of advice would you share with them?

Find an established program and use all their resources. There is a lot of support out there for the YRA. Advertise and market in the community that your business participates in internship and apprenticeship programs.

Contact person (for those who want to reach out to you to talk about your program):

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