



ENERGY PIONEERS PROGRAM

2021



energychamber.org

ABOUT THE AFRICAN ENERGY CHAMBER

The **African Energy Chamber** (AEC) is the voice of the energy sector in Africa and promotes sustainable investments and best practice in the African Energy Industry. By bringing multiple stakeholder forces together from multiple African and global jurisdictions, the AEC can support African companies to grow and encourage international entities to trade and operate in our continent. We encourage collaboration between businesses and the government while also taking a leadership role in shaping policies, sharing best practices, and using resources to create value for Africans.

“

The **African Energy Chamber** (AEC) is the voice of the energy sector in Africa and promotes sustainable investments and best practice in the African Energy Industry

”



African Energy Chamber

TRAINING AND CAPACITY BUILDING

At the AEC, we believe in building up capacity across Africa's energy sector. **Supporting the development of local content and ensuring that industry growth leads to job creation is at the core of our mandate as a Chamber.**

With our partners, we frequently organize workshops and training programs tailored to the needs of governments, national oil companies, and the private sector on a wide range of topics including technical, legal, and financial capacity building.

In addition to the current training that the AEC is offering, we are launching the **AEC Energy Pioneers Program**.

The **AEC Energy Pioneers Program** aims to upskill the future generation of African leaders with the right tools to pursue a successful career in the energy sector, not limiting themselves to the African continent, but rather spreading their African roots. AEC's Internship Program will facilitate the development of young energy leaders of today by sharing knowledge and skills that can build, grow and change the way we see energy in the 21st century. We want to further gender equality objectives by encouraging female participation in the Program. The main objectives of the Internship Program are:

- To expose talented young people and align them with the business world of the energy sector primarily;
- To create a platform where companies have first-hand access to a pool of diverse and talented individuals;
- To expose young professionals to leadership development, practical experience, and research conducted in energy companies;
- To create continuous mentorship relationships post-internship;
- To develop practical skills and acquire a deeper understanding of the energy sector and the workplace;
- To expose interns to the work environment at an early stage;
- To provide interns with networking opportunities;
- To promote gender equality and women empowerment.

“Supporting the development of local content and ensuring that industry growth leads to job creation is at the core of our mandate as a Chamber”

WHO THE INTERNSHIP PROGRAM IS AIMED AT?



Higher Education students specifically with an interest in the energy sector



African nationals



Predominantly women



Communities where resources are discovered

Benefits of Participating in the Program

- **Local training and employment governmental compliance**
 - Compliance with the representatives country's labour laws, employment quotas and general local content compliance
- **Hassle-free recruitment of interns**
 - AEC takes care of the recruitment process by vetting through the applications, selecting the candidates for interviews, preparing the candidates for further interviewing and only sending through those shortlisted candidates. The final decision in recruiting the intern will vest with the company.
- **Media coverage from the AEC**
 - AEC undertakes to promote the organisations utilising its 19K+ follower-base, social media profiles, website and general association.
- **Discounted AEC membership fees**
- **Providing additional support to the intern**
 - The AEC undertakes to provide additional support and guidance to the interns in the form of mentorship.





Find future employees

Reduce the drain on company resources from recruiting and hiring by cultivating a pool of star interns to fill your positions as they open up.



Test-drive the talent

Hiring someone as an intern is the most effective way to evaluate his or her potential as a full-time employee. When you "try out" candidates via a semester or summer internship, you make fewer mistakes when it comes to full-time staffing.



Increase productivity

A quality intern can make real contributions to productivity now, helping your full-time staff avoid becoming overburdened by side projects, and freeing them up to accomplish more creative tasks or tasks that require high-level expertise.



Enhance perspective

Interns bring more to the table than just an extra set of hands.



Take advantage of low-cost labor

Interns are an inexpensive resource. Moreover, while their wage requirements are modest, they're among the most highly motivated members of the workforce.



Give back to the community

Hiring interns not only helps students in the representatives community get started; it enhances the local workforce as a whole.



Close the skills gap

It's a common problem: Newly minted grads enter the workforce lacking the skills employers need, typically in the softer skills like professionalism, leadership and communicating effectively.



Apply the latest in techniques and technology

College students learn cutting-edge strategies, techniques, and technology in their field. Implementing an internship program gives you direct access to recent developments.



Foster leadership skills in current employees

Mentoring and guiding others often motivates employees to hold themselves more accountable and become effective leaders. In this way, adding interns to your company can enhance and multiply leadership.



Improve the overall work environment

With interns on board, employees have a lighter workload, more time for creative or advanced projects, and the opportunity to build confidence and leadership by guiding others.

In terms of both today's workload and tomorrow's workforce, an internship program is an excellent way to facilitate success at the representatives company.

AEC'S CONTRIBUTION

- **Selection of the top tier interns**
 - Providing you with top tier interns who would have undergone a rigorous selection and vetting process to secure A-list candidates
- **'Interview preparation' workshop**
 - Providing the candidates with relevant information and practical advice to prepare them for interviews
- **'Entering the Workforce' workshop**
 - Providing the candidates with training on professionalism, workplace conduct and standard expectations that will benefit your company
- **Continuous mentorship**
 - Regular check-ups on the interns and providing ongoing mentorship
- **Collaboration with the company**
 - Possible collaboration on upcoming projects and events with the AEC
- **Long-lasting professional relationships**
 - Networking that will create opportunities in the future and for the future



HOW IT WORKS

01 AEC will follow-up to discuss your interest in the Program

- AEC will arrange a meeting with your organisation to tailor the program to its specific needs. AEC will discuss the structure of your current internship program and may attend to your specific requests and concerns. This will be the determining factor in developing the foundation of a potential collaboration, utilising the **AEC Energy Pioneers Program**.



02 Enter into an agreement with AEC

- The agreement will stipulate and regulate the terms of the Internship Program, AEC's involvement and the company's obligations.

03 Preliminary Preparations for the commencement of the internship process

- AEC will conduct a thorough vetting and interview process whereafter shortlisted candidates will be sent for interviews with the company. This will illuminate the initial interview phase and will contribute to a more methodical and systematic approach.

Training and capacity building is important to us as we encourage initiatives aimed at upskilling the youth and creating opportunities whilst growing the energy sector. At AEC, we believe that this program will be a big contribution to your company, and we hope to develop long lasting relationships with your entity, whether through the internship program or other programs at AEC. Our aim is to support the different stakeholders in the energy sector.



We encourage collaboration between businesses and the government while also taking a leadership role in shaping policies, sharing best practices, and using resources to create value for Africans.



Contact Us



+27 11 245 5900



www.energychamber.org



internship@energychamber.org



Suite 43 Katherine and West
114 West Street, Sandton, Johannesburg, South Africa