

# Attract the top talent from the new generation of electrical engineers

*With the ongoing skills shortage and growing demand for electrical engineers, competition for graduates is fierce. One way to attract, acquire, and retain talent is via the E3 Academy, a not-for-profit body that enables sponsoring companies to identify the best and brightest young engineers.*

By supporting young people through university and into the start of their careers, companies like Siemens and Control Techniques are benefitting from partnering with the E3 Academy.

Most importantly, they secure the best young electrical engineering talent the UK has to offer. In addition, as partners, they can guide the education of their scholars, by suggesting the most applicable modules to their business and providing summer work placements.

These placements not only provide scholars with real-world engineering experience, but also allow them to start networking early on - building relationships that create loyalty, giving insight into possible future career paths, and making a stress-free, straightforward transition from study to working life.

A notable aspect of the E3 Academy is its early recruitment of talent. Engineering companies can select students before they even start university. The relationships include financial support through scholarships at participating universities – Newcastle, Bristol, and Nottingham. They also cover vacation work placements, summer schools, and company mentoring, eventually leading to a commitment of at least two years' employment after graduation – and often much longer, as shown by the [profiles of former scholars](#).

Paul Acarnley, E3 Academy Manager, has provided support and guidance to over a hundred students: “The E3 Academy gives young people early experience of working life, a professional network and financial support so that they can excel. 92% of our graduates achieve a first or upper second-class degree, and we have a retention rate of over 80%. The key to this is our consistent approach to recruitment across all our partners, while our partner companies provide summer placements and visibility of a future career path.”

The E3 Academy is currently recruiting for new partner companies under a project supported by Innovate UK, the UK's innovation agency, and the Driving the Electric Revolution Challenge.

**Get in touch if you would like to hear more about partnering with the Academy - [manager@E3Academy.org](mailto:manager@E3Academy.org)**

