



American Association of Blacks in Energy (AABE) – Scholarship Program

Objective:

Through its Scholarship Program, AABE seeks to increase the number of underrepresented minorities in energy related fields. By doing so, we help our nation address a critical need and a challenge to our economic vitality in the world market. AABE Houston is committed to help Houston area students meet their much needed educational financial obligations through scholarships.

Why:

The Energy Industry is experiencing a demographic age gap that is expanding at an alarming rate. The aging workforce will be retiring within the next 5-10 years. Not enough young people, especially underrepresented minorities, find the industry attractive enough to join.

Issue:

- 40% - 60% of the workforce will retire in the next 5-10 years
- Average age in exploration & production companies is 50 years old; among the oldest of any industry
- Since 1981 the Energy Industry has lost 1.1 million employees

Minority students view on the Energy Industry:

- Cyclical nature of industry: job insecurity, unpredictable & history of lay-offs
- Tough working conditions
- Industry is thought of as low-tech
- Negative perceptions about environmental impact of industry
- Industry suffers an image problem

Types of Students AABE Houston Recruits:

- Highly analytical students
- Technologically savvy
- Scientifically minded – students who plan to major in engineering, technology, mathematics or physical science fields
- Creative & Adaptable

AABE Houston Steps to Attract Minorities to the Industry:

- AABE Houston Energy Summer Camp – (Partnership with CSTEM, IPAA & HISD)
- Get involved in the school system (HISD, Klein & Aldine)
- Encourage interest in science from early age (Partner with CSTEM)
- Increase public awareness (B.E.A.M – Black Energy Awareness Month Program)
- Mentor & develop young talented individuals (AABE Houston Mentoring Program)
- Award scholarships on a yearly basis (AABE Scholarship Program)

Opportunities for Minorities:

- Tremendous future job opportunities
- Ability to work in diverse environment
- Ability to earn significant starting salary
- Career mobility
- Be part of a dynamic industry