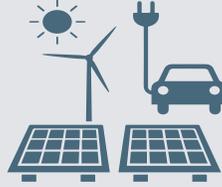


Inclusive Clean Energy Apprenticeships: Meeting the Demand for Skilled Workers

Clean Energy is Growing in the U.S.

81% of all new electricity generating equipment installed in 2021 was clean energy.¹

25% of new vehicle sales are expected to be electric vehicles by 2025.²



Clean Energy Jobs Are Expanding

In 2021, there were **2.6 million people** in the clean energy workforce. By 2022, employers expect to add more than **200K additional jobs**.³



Employers Have Trouble Finding Candidates

3 out of 4 employers report difficulty hiring. 92% of employers in energy-related construction report difficulty, citing a limited supply of talent as the predominant reason.⁴



People with Disabilities Can Help Close the Talent Gap

People with disabilities are represented in clean energy at a lower rate than people with disabilities in the overall economy.⁵

38% of working-age adults with a disability are employed

compared with **77%** of working-age adults without a disability⁶



Apprenticeship programs that are inclusive of people with disabilities can help the clean energy industry build a pipeline of diverse talent.

Create Accessible Programs



Review PIA's *Designing Inclusive Apprenticeship Guide* to learn how to create an inclusive apprenticeship program. Visit: inclusiveapprenticeship.org

The Value of Inclusive Apprenticeship



NC EMPLOYERS SAW SIGNIFICANT BENEFITS



LOWER TURNOVER AND REDUCED TRAINING COSTS:



of apprentices retain employment after conclusion of the apprenticeship program⁸

Faster Progress Toward DEIA Goals

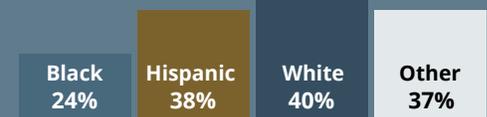
Underrepresented demographic groups often have higher rates of disability⁷. Creating inclusive apprenticeship programs can help employers achieve their diversity, equity, inclusion, and accessibility (DEIA) goals.

PARTICIPATION IN THE WORKFORCE

Women with a disability



Men with a disability



REFERENCES: (1) Federal Energy Regulatory Commission, 2022, (2) Bloomberg, 2022, (3) US Department of Energy, 2022, (4) Ibid., (5) Ibid., (6) US Bureau of Labor Statistics, 2022, (7) US Department of Labor, 2021, (8) US Department of Labor, 2018, (9) ApprenticeshipNC, 2020, (10) Accenture, 2018, (11) Ibid.

The Partnership on Inclusive Apprenticeship (PIA) collaborates with employers and apprenticeship intermediaries to design inclusive apprenticeship programs that meet employer talent needs and enable people with disabilities to gain credentials and skills to succeed in growing industries.

PIA is funded by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and managed by Wheelhouse Group. This material does not necessarily reflect the views or policies of the U.S. Department of Labor or any of its agencies. The mention of trade names, commercial products, or organizations is not an endorsement by the U.S. Government, U.S. Department of Labor, or the Office of Disability Employment Policy.

PIA Partnership on Inclusive Apprenticeship

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