DIVERSITY AND INCLUSION
BUILDING A STRONGER IBEW

BUILDING FOR THE FUTURE
In 2015, the IBEW initiated IBEW Strong to enhance diversity by bringing people from traditionally underrepresented communities into the union.

IBEW Strong aims to:
• Expand outreach to historically marginalized communities
• Provide training on the need for inclusion
• Build inclusive opportunities for leadership development

IBEW’S DIVERSITY EFFORTS ARE SUCCEEDING
• 75 percent increase in minority men enrolled in apprenticeship programs 2015-2019
• 1 in 3 active male apprentices identify as minority
• From 2015-2019, a 90% increase in the number of new women apprentices
• 83 percent of the apprentices in IBEW’s largest western program are people of color and/or women

Solid 5-year progress in membership inclusion reflected in 2022 survey:
• Doubled the number of Black and Hispanic members
• A quarter of all Black members are female

SKILLS TO SUCCEED
IBEW partners with community groups across the country to provide pre-employment training for students, military veterans and individuals in underserved populations, helping them qualify for apprenticeships and family-sustaining careers. Here are some examples:

• 2nd Call, Los Angeles, for previously incarcerated individuals
• Absolute Advantage, Social Development Commission, Milwaukee, Wis., recruits underserved populations
• Veteran’s Electrical Entry Program (VEEP), job training for soldiers transitioning from military to civilian life
• Syracuse Build: Pathways to Apprenticeship, New York, IBEW partners with churches and food banks to engage underserved populations
• MC3, Nashville, Tenn., provides workforce training for women, people of color and transitioning veterans
• Texas Gulf Coast Pre-Apprenticeship Program prepares high school students in Corpus Christi for a career in the electrical trade
• San Mateo Pre-Apprenticeship Program, California, seeks vets, women, and at-risk youth applicants
• ANEW, Portland, Ore., longest-running pre-apprenticeship in the country; Local 48 provides direct entry into apprenticeship

IBEW’S DIVERSITY EFFORTS ARE SUCCEEDING
FOUR-YEAR COLLEGE DEGREE OR CONSTRUCTION APPRENTICESHIP?

Union apprenticeships offer:

- More robust training
- Similar diversity outcomes
- Competitive wages and benefits
- No student loans

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THE UNION DIFFERENCE

ENSURE A FAIR RETURN ON OUR WORK – TOGETHER

MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS, 2020

Sources: U.S. Bureau of Labor Statistics – immigrants defined as foreign-born, non-U.S. citizens and young workers defined as workers aged 16-24; AFL-CIO

“There is a place in the IBEW for working people of every race and gender, every religion and sexual orientation, every background.” - IBEW President Lonnie Stephenson

IBEW: LARGEST ENERGY UNION IN THE WORLD, THE MOST QUALIFIED ELECTRICIANS IN THE TRADE

- 775,000 members and retirees in the United States, U.S. territories and Canada
- IBEW and construction employer-partners are the largest private sector trainer of electrical workers in the United States
- Operate nearly 300 construction training centers in the United States
- Invest nearly $200 million annual in training centers, at no cost to participants or taxpayers
- Apprentices learn while they earn, including health and retirement benefits
- Students receive hands-on experience, classroom fundamentals of electrical, mechanical and construction theory

CONSTRUCTION JOBS BY THE NUMBERS²

<table>
<thead>
<tr>
<th>UNION</th>
<th>NONUNION</th>
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<tbody>
<tr>
<td>AVERAGE SALARY</td>
<td>$58,000/yr</td>
</tr>
<tr>
<td>% WITH HEALTHCARE</td>
<td>90%*</td>
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*100% of IBEW construction members have health and retirement benefits

1 Illinois Economic Policy Institute analysis of U.S. Department of Labor and U.S. Census Bureau data, 2021
2 Ibid

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