

# 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



# BUILDING A STRONGER IBEW

## FOUR-YEAR COLLEGE DEGREE OR CONSTRUCTION APPRENTICESHIP?

Union apprenticeships offer<sup>1</sup>:

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

## CONSTRUCTION JOBS *BY THE NUMBERS*<sup>2</sup>

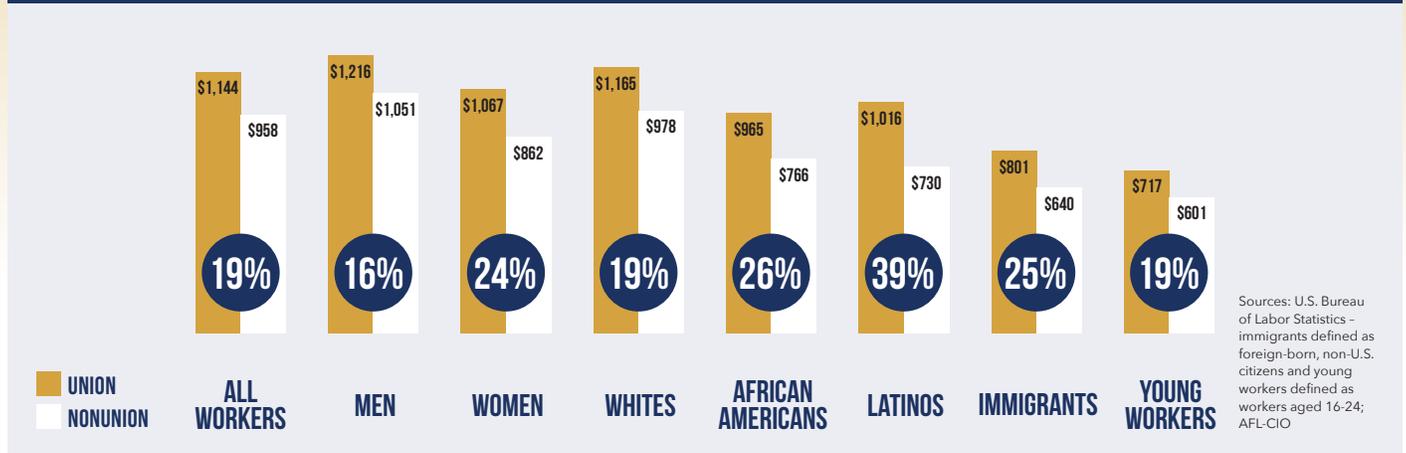
	UNION	NONUNION
AVERAGE SALARY	\$58,000/yr	\$39,700/yr
% WITH HEALTHCARE	90%*	55%

\*100% of IBEW construction members have health and retirement benefits

## THE UNION DIFFERENCE

### ENSURE A FAIR RETURN ON OUR WORK — TOGETHER

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



"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

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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