



Diversity and Inclusion: BUILDING A STRONGER IBEW

IBEW STRONG

IBEW Strong is a diversity, equity, and inclusion initiative to bring people from traditionally underserved communities into our union. The program expands on the IBEW's core values—solidarity, equality, and against oppression of any kind. IBEW Strong also aims to:

- ▶ Increase outreach to historically marginalized communities
- ▶ Provide training on diversity and inclusion
- ▶ Build inclusive opportunities for leadership development

BUILDING THE WORKFORCE OF THE FUTURE

- ▶ One way the IBEW is reaching its goal is by growing its network of pre-apprenticeship programs by recruiting workers from traditionally underserved communities and offering direct entry into apprenticeships
- ▶ In 2022, nearly 60% of apprentices that came from pre-apprenticeship programs were women and/or people of color

IBEW DIVERSITY BY THE NUMBERS

34% of new apprentices are people of color and/or women

75% increase in men who are not white enrolled in apprenticeship programs from 2015 to 2019

Close to **60%** of apprentices that come from pre-apprenticeship programs are from historically marginalized groups

90% increase in women apprentices from 2015 to 2019

22% of veterans in the line construction apprenticeship program are women and/or people of color

- ▶ From 2021 to 2022, new apprentices entering the program through organizing efforts increased by 37%
- ▶ The average age of IBEW apprentices is 25

OUTREACH AND TRAINING

IBEW partners with groups across the country to provide pre-employment training for high school students, military veterans, and individuals in underserved or previously incarcerated populations, offering the skills to qualify for apprenticeships and family-sustaining careers. Our community partners include:

- ▶ [2nd Call \(Los Angeles, CA\)](#): for previously incarcerated individuals
- ▶ [Wisconsin Regional Training Partnership BIG STEP \(Milwaukee, WI\)](#): dedicated to connecting people to family-sustaining jobs
- ▶ [Music City Construction Careers \(Nashville, TN\)](#): provides workforce training for women, people of color, and transitioning veterans
- ▶ [King Tech High School Construction Electricity \(Anchorage, AK\)](#): hands-on pre-employment training for students
- ▶ [Texas Gulf Coast Electrical Apprenticeship Program \(Corpus Christi, TX\)](#): prepares high school students for a career in the electrical trade
- ▶ [Trades Introduction Program \(San Mateo, CA\)](#): offers apprenticeship-readiness training for renewable construction careers
- ▶ [Local Union 48 Pre-Apprenticeship Program \(Portland, OR\)](#): provides direct entry into the Portland apprenticeship program

The IBEW is also continuing to develop the [Veteran's Electrical Entry Program \(VEEP\)](#)—IBEW's pre-apprenticeship training program for men and women transitioning out of military service—at nearly 300 training centers across the United States, particularly those near military bases.

