



Building Inclusive Career Paths for the Clean Energy Industry

ASES SOLAR 2023

Partnership on Inclusive Apprenticeship (PIA)

About Inclusive Apprenticeships

Inclusive apprenticeships are apprenticeship programs designed to be accessible to and inclusive of all candidates, including people with disabilities. Inclusive apprenticeship programs widen the talent pool and help meet employers' critical hiring needs aligned with their DEIA goals.

What We Do

PIA advances the development of apprenticeship programs that expand access to jobs in growing industries for people with disabilities and meet employers' most critical hiring needs aligned with their DEIA goals.



Differentiating Workforce Programs

- Registered Apprenticeship Programs
- Training/Certification
- Internships/Fellowships/Pre-Apprenticeships

High Growth, High Demand Jobs

- Industries
Healthcare, Finance, IT/Cybersecurity, and especially Clean Energy and Infrastructure (spurred by +\$1.5 trillion from BIL and IRA)
- Occupations
Countless
- Projected Growth
Millions
- Skills Gap
Widening

9 Million U.S. Jobs from Inflation Reduction Act

Sectors Affected	Jobs Over 10 years
Clean Energy Investments	5,000,000
Clean Energy Manufacturing Supply Chains	900,000
EVs and Clean Transportation	400,000
Energy Efficiency Improvements for Homes and Offices	900,000
Environmental Justice and Climate Resilience	150,000
Natural Infrastructure	600,000

Continued Growth of RAPs

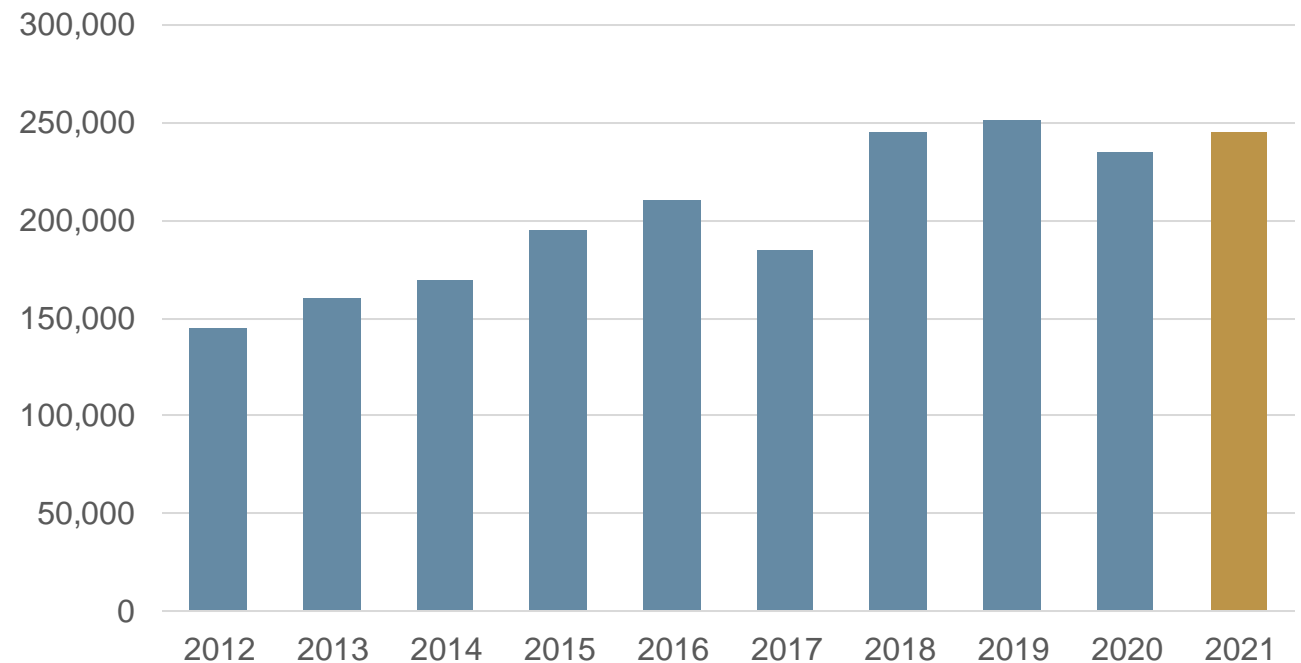


64% Growth in New Apprentices Since 2012

Key Facts

- 2 million+ new apprentices since FY12
- 22% more active apprentices than the previous 10-year average (593,000 vs. 484,000)
- 396,000+ participants completed an apprenticeship in the last five years
- 14,700+ new apprenticeship programs created in last five years

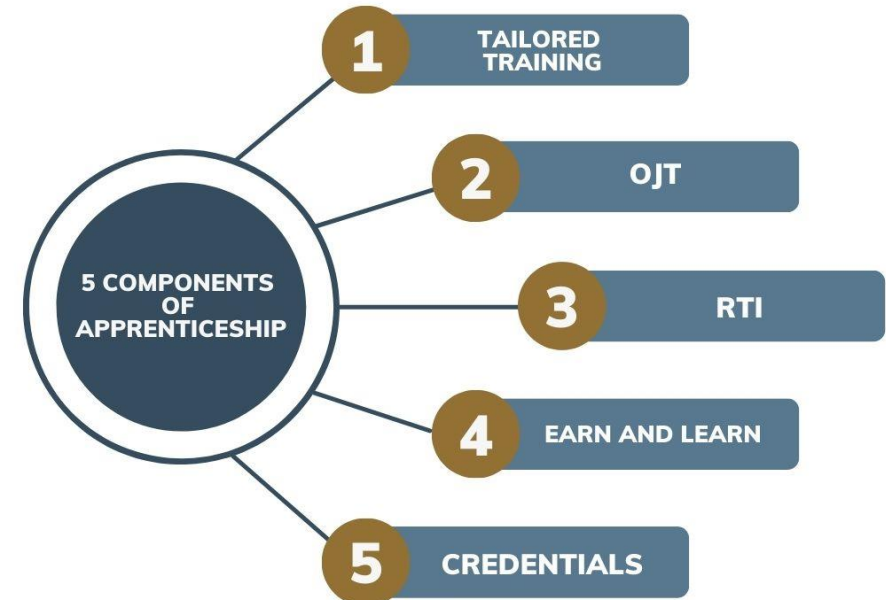
ANNUAL NEW APPRENTICES



*Although COVID-19 caused a 12% decrease in new apprentices in FY20, there was a 9% increase in new

Components of RAPs

1. Business involvement
2. Structured hands-on training
3. Job-related instruction
4. Reward for skill gains
5. Recognized credentials

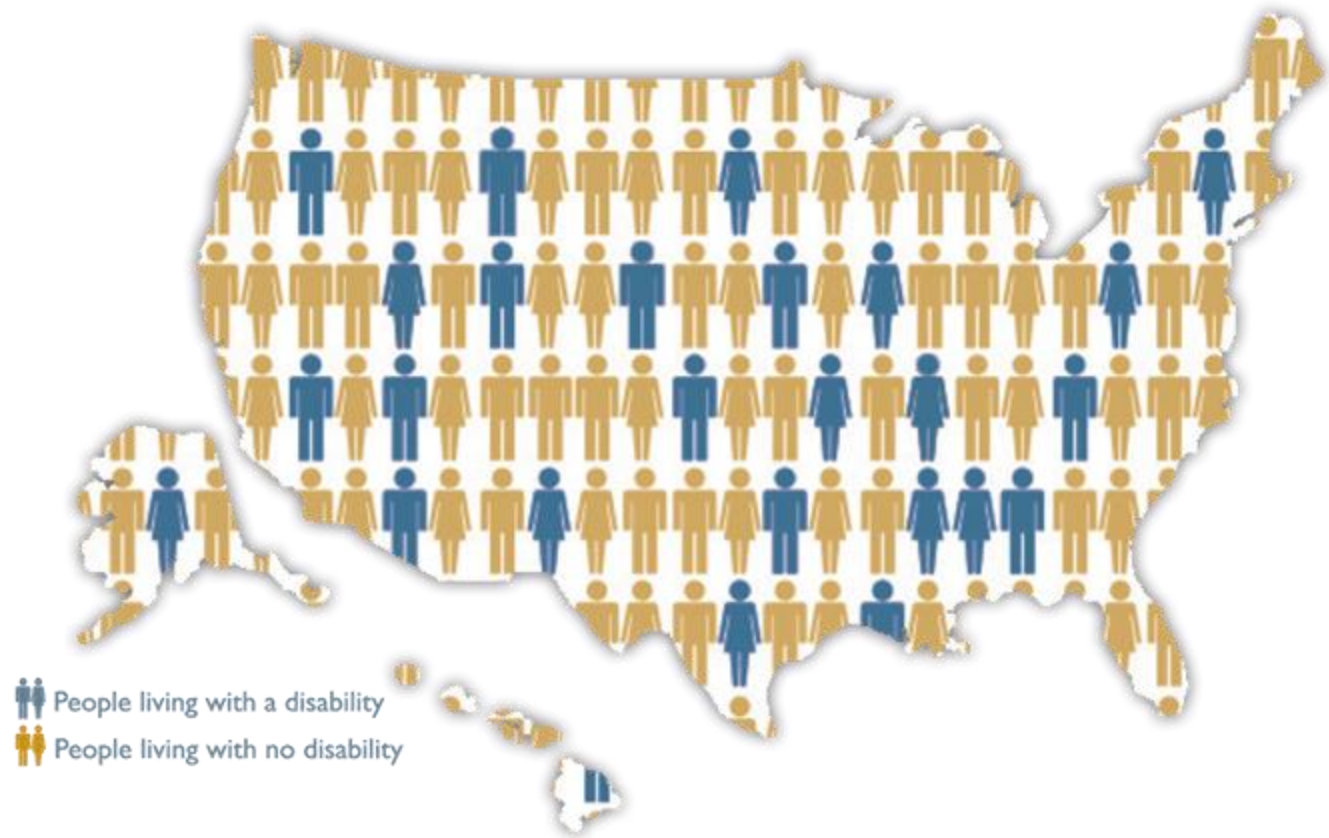


60 million adults in the U.S. live with a disability

21%

(1 in 5)

of adults in
the United States have
some type of disability



Disability Matrix

	Lifelong	Acquired	Chronic	Temporary	Situational
Vision	Congenital blindness, colorblind, low vision	Glaucoma, macular degeneration, diabetic retinopathy	Cataract, dry eye	Pupils dilated, broken glasses, lost contact lens	Sun glare, broken monitor, poor lighting
Hearing	Congenital deafness	Age-related, delayed-onset genetic deafness	Ear infections, tinnitus	Noise-induced hearing loss, water in ears	Loud environment (bar, train, etc.) wearing headphones
Cognitive	Autism, dyslexia, ADHD	Dementia, alzheimer's disease, brain injury, CTE	anxiety	concussion	Non-native language, brain fog
Mobility	Congenital (lower) limb differences, cerebral palsy, muscular dystrophy	Amputee, multiple sclerosis, paralysis	Plantar fasciitis, bunions, EDS	Sprained ankle, broken leg	Carrying heavy bags
Motor	Cerebral palsy, spina bifida	Stroke, Parkinson's disease, ALS	Arthritis, carpal tunnel syndrome, multiple sclerosis	Broken wrist	Holding phone, holding baby, wearing gloves
Speech	non-verbal	Stroke, Parkinson's disease	stutter	laryngitis	Heavy accent
Emotional		Brain injury	Bipolar, panic attacks	overwhelmed	Loss of a loved one, family discord, financial difficulties

Curb Cut Effect



The Business Case for Hiring People with Disabilities



Significant ROI

Companies that embrace best practices for employing and supporting more persons with disabilities in their workforce experienced 28% higher revenue, 200% higher net income, and 30% higher profit margins.¹



Higher Productivity

97% of HR professionals say that employees with disabilities regularly perform the same or better than their peers without disabilities.²



Lower Turnover/ Reduced Recruiting Costs

At 4 Walgreens locations, the 3-year average turnover rate was 48% higher for team members without a disability compared to team members with a disability - saving on recruiting and training costs.³



Lower Error Rates/Absenteeism

Employees with disabilities experience 34% fewer workplace accidents than the rest of the population,⁴ lower error rates,⁵ and have fewer scheduled absences⁶ than those without disabilities.

Indirect Benefits of Hiring People with Disabilities



Increased
Innovation ⁷



Attracts New
Employees ^{12, 13}

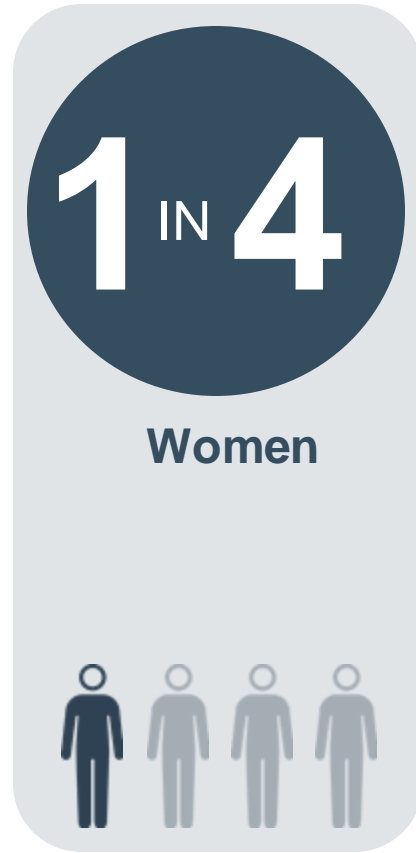


Fosters Wider
Talent Pool ^{8,9,10,11}



Increased
Customer Base ¹⁴

Underrepresented workers



Connect with PIA

- Email me at sadie.remington-gilbert@cadmusgroup.com
- Visit PIA's Resource Library www.inclusiveapprenticeship.org
- Register for PIA's Newsletter at www.inclusiveapprenticeship.org/newsletter
- Follow PIA on Twitter [@PIA_Works](https://twitter.com/PIA_Works)
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