



# Powering Lives. Powering Futures.

## Attracting and Training 32 Million People for Energy Careers

**The energy industry powers life.** Business, education, healthcare, travel, and even many of our favorite pastimes are made possible by the energy industry. Its professionals are problem solvers and critical thinkers who serve on the front lines of the country's clean energy evolution. They are first responders who rebuild infrastructure and restore power following storms and natural disasters. They harness power from the sun, wind, and water and other ways that respect our natural resources. They engineer, build, manufacture, maintain, and operate critical infrastructure that is essential to the way we live. These men and women are highly trained, highly skilled, and in high demand.

## Energy Industry Careers

Energy employers have immediate and growing needs for:

- Lineworkers
- Engineers
- Plant Operators
- Environmental Stewardship Managers
- Technicians
- Accountants
- Solar Installers
- Cyber Security and IT Analysts
- Construction Workers
- Wind Turbine Technicians
- Welders and Pipefitters
- Chemists
- Mechanics
- Safety Managers
- Project Managers
- Manufacturers
- ...And many more

## The Energy Industry's WORKFORCE CHALLENGES

Due to historic investments in the sector, energy employers are forecast to hire 32 million people over the next ten years. In fact, forecasting by the Bureau of Labor Statistics, Brookings Institute, and Georgetown University suggest climate and infrastructure employers will need about 17 million replacement workers and 15 million new workers over the next decade.

There has never been a more exciting time to be part of the energy industry – driven by innovation, technical ingenuity, a commitment to environmental stewardship, and local communities.

### Some of the industry's most significant workforce-focused challenges include:

- Unprecedented hiring needs, challenged by a tight labor economy
- Lack of awareness of breadth and depth of energy careers and spectrum of jobs within the clean energy industry
- Supporting the adoption of the Energy and Natural Resources Curriculum in high schools and post-secondary institutions.
- A shortage of knowledgeable instructors and essential training equipment within schools
- Support for sector partnerships, as outlined in the Workforce Investment and Opportunity Act and national energy workforce intermediaries
- Increased investments in the workforce and skills training system through the Appropriations process
- Expanded access to short-term, high quality training programs that help businesses fill hiring gaps and help workers access skills training, such as Pell Grants

# How the Industry is Responding

Energy professionals have been working together through the Center for Energy Workforce Development (CEWD) for more than two decades to attract, train, and retain a diverse, skilled workforce. CEWD is a non-profit organization driven by more than 140 energy employers and 12 partners – including:



– and large contractors, and unions. CEWD unites strategists from industry, education, government, and communities to ensure the industry is powered by a workforce to engineer, build, maintain, operate, and manufacture all that is needed to support the energy ecosystem.

Through CEWD's leadership, the industry has accomplished a great deal and will continue to drive progress by:

- Strengthening awareness and promoting the merits of 21st century clean energy careers, especially within under-represented communities
- Prioritizing training and upskilling to ensure employees are prepared for increasingly technical and dynamic energy careers
- Increasing employment of veterans in the industry
- Supporting state consortia and sector partnerships to balance workforce supply and demand and build the needed talent pipeline
- Providing education for federal and state policies that support workforce development needs, including the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) and adoption of academic curriculum to implement energy career pathways
- Providing essential data and education to and from the industry to support workforce development priorities
- Addressing workforce development needs as a unified industry

## Energy Industry Professionals

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## Fast Facts

2023 U.S. Energy Employment Report

### EARNING POTENTIAL

Average compensation for key industry jobs is:

**\$75,000**

Many pay much more.

### EXPONENTIAL GROWTH

- More than **8 million** Americans work in the energy industry today
- The utility and construction sector experienced the **highest job growth of any sector** in the U.S. economy from 2022 to 2023
- From 2020-2023, the energy industry added **825,000 jobs** to the American economy
- Jobs in the clean energy sector **increased by 4.9%** in 2023, outpacing solid overall U.S. employment growth **by 50%**
- Clean energy jobs **increased in every single state** in 2023
- **Veterans** account for **9%** of the energy industry, compared to the overall American workforce **5%** average
- With unprecedented federal investment made through the IRA, BIL, and CHIPS Acts, companies have announced **\$462 billion in investments** for the energy industry