Building Your Electrician Talent Pipeline

A Resource Guide to Develop a Registered Apprenticeship for an Electrician in Clean Energy

Employers need ready-to-work electricians in the clean energy sector to meet the rapidly growing demand for solar, EV, and grid-modernization projects. Hiring "ready-to-work" professionals ensures immediate project safety, technical precision in high-voltage installations, and a competitive edge in a tightening labor market. But hiring these ready-to-work electricians can be challenging. Establishing a Registered Apprenticeship talent pipeline allows you to stop searching for talent and start building it.

This Resource Guide provides the essential resources you need to design, register, and launch a high-quality Electrician apprenticeship program that meets federal standards.

To help you get started, we have curated the following resources to streamline your program development:

Electrician Career Profile Offers Industry Insights

This Career Profile helps potential candidates understand exactly what the work entails and how their skills will evolve. This profile is built using data from the Bureau of Labor Statistics (BLS), O*NET, and the Department of Labor (DOL). Using these primary federal sources helps ensure your apprenticeship is grounded in the most accurate, industry-validated standards.

*Note: Be aware that the salary range noted in this profile is a national average. For wage information in your state, go to O*NET.*

Using this career profile offers a number of benefits:

- Recruitment Alignment: Ensure your job postings speak the same language as the national standards job seekers are searching for.
- Setting Expectations: Understand the career growth and wage milestones that today's candidates expect when they commit to a long-term apprenticeship.
- Competitive Edge: Use the profile to identify the "selling points" of the profession—like high-tech clean energy skills—that will attract top-tier talent to your specific program.

National Guideline Standards Provide Sample Work Process & Training Plan

Adopt a ready-to-use National Guideline Standards (NGS) for On-the-Job Learning (OJL) and Related Technical Instruction (RTI). This NGS has been approved by the Department of Labor and is ready to use. The NGS may be modified or adapted to meet state or local requirements. The NGS shows exactly how to structure the required 144 annual hours of classroom learning alongside hands-on field experience:
Electrician National Guideline Standards

IREC also provides detailed instructions to explain how to use this NGS:
Supplemental Instructions For Registered Apprenticeship National Guidelines

Career Pathways

When building your workforce, remember that there are various ways to bring in new talent. Offering opportunities to incumbent workers, like solar installers, can provide them with a pathway to become an electrician. Building your program around defined career pathways (i.e., advancement paths from one job role to another) ensures your apprenticeship isn't seen as stagnant or temporary employment, but a strategic pipeline that drives long-term retention by showing apprentices exactly how their skills and wages can grow over time. An internal pipeline helps ensure that as your senior journeyworkers move into management or retirement, you have a steady stream of next-in-line talent.

The IREC Registered Apprenticeship Employer Toolkit

Ready to build an apprenticeship program? Follow our step-by-step guide to developing, registering, and managing a successful apprenticeship program from the ground up:
Access the Full IREC Registered Apprenticeships Toolkit for Clean Energy Employers.

IREC-Accredited Training Programs

The Interstate Renewable Energy Council (IREC) provides nationally recognized and industry-backed accreditation and certification for clean energy training programs and professionals. If you are an employer looking for related training, you can find more information by visiting **IREC Credentialing Programs for Clean Energy Training** on Green Workforce Connect.

You can also visit our Connect Now page to browse a **directory of IREC-accredited training providers** across the country. Simply enter your zip code to find a training provider near you. Or adjust the filters and you'll find a **directory of more than 200 other providers** offering training in solar energy or home energy performance.

Additional Resources

Visit Green Workforce Connect for more information on Clean Energy Registered Apprenticeships and how IREC is supporting the development of these programs. A selection of additional, relevant resources is linked below:

- About Green Workforce Connect for Clean Energy Apprenticeships
- Apprenticeships: An Opportunity for Solar and Storage Companies
- Clean Energy Apprenticeships FAQs
- Accessing Tools and Resources for Solar Workforce Development
- Apprenticeship Glossary of Terms
- Apprenticeship Program Sponsor Checklist
- Guide to Financial Resources for Apprenticeships
- Apprenticeship Flyer for Job Seekers
- Sample Press Releases for Companies That Start or Join Apprenticeship Programs
- Strategies for Recruiting, Hiring, and Retaining Military Talent