GREEN WORKFORCE CONNECT

Building Your Construction Craft Laborer/Solar Installer Talent Pipeline

A Resource Guide to Develop a Registered Apprenticeship for Solar Installers

Solar installers are the core of the solar industry. As the demand for solar grows, integrating Construction Craft Laborers/Solar Installers into your apprenticeship strategy provides a foundation for project success. These apprentices handle the essential mechanical installations and site logistics that keep a project on schedule. By mastering tasks that support electricians, carpenters, and operating engineers, Construction Craft Laborer apprentices trained in solar installation ensure technical precision and site safety while allowing your specialized journey-workers to focus on high-voltage terminations and complex systems.

This Resource Guide provides the essential resources you need to design, register, and launch a high-quality Construction Craft Laborer/Solar Installer apprenticeship program that meets federal standards.

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

Solar Installer 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:
Construction Craft Laborer for Solar Installation

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

Career Pathways

When building your team, it is vital to remember that there are various ways to cultivate new talent beyond traditional hiring. By designing a Registered Apprenticeship (RA) program around defined career pathways, you transform entry-level solar installation roles into a pipeline for future lead PV installers, solar site supervisors, and electricians with solar expertise. This advancement model ensures your apprenticeship isn't viewed as stagnant or temporary employment; instead, it provides a roadmap showing apprentices exactly how their technical skills and wages will grow as they transition from mechanical installation to more complex occupations within your company. This "grow-your-own" strategy drives long-term retention and helps ensure that as your senior journeyworkers move into management or retirement, you have a steady stream of highly skilled, "ready-to-work" talent prepared to lead your next generation of projects.

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
- Online Course: Exploring Careers in the Solar Industry
- 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