

Energy Workers – Who are They and How Do We Get More!

June 28, 2023



EMPLOYMENT
& TRAINING



MICHIGAN MUNICIPAL
ELECTRIC ASSOCIATION

Who is Employment & Training?



Bureau of Services for Blind Persons (BSBP) believes in the capacity of people who are blind or visually impaired to achieve employment and independence, providing training and other services that empower people to achieve their individual goals.



Michigan Rehabilitation Services (MRS) provides specialized employment and education-related services and training to assist teens and adults with disabilities in becoming employed, advancing in, or retaining employment.

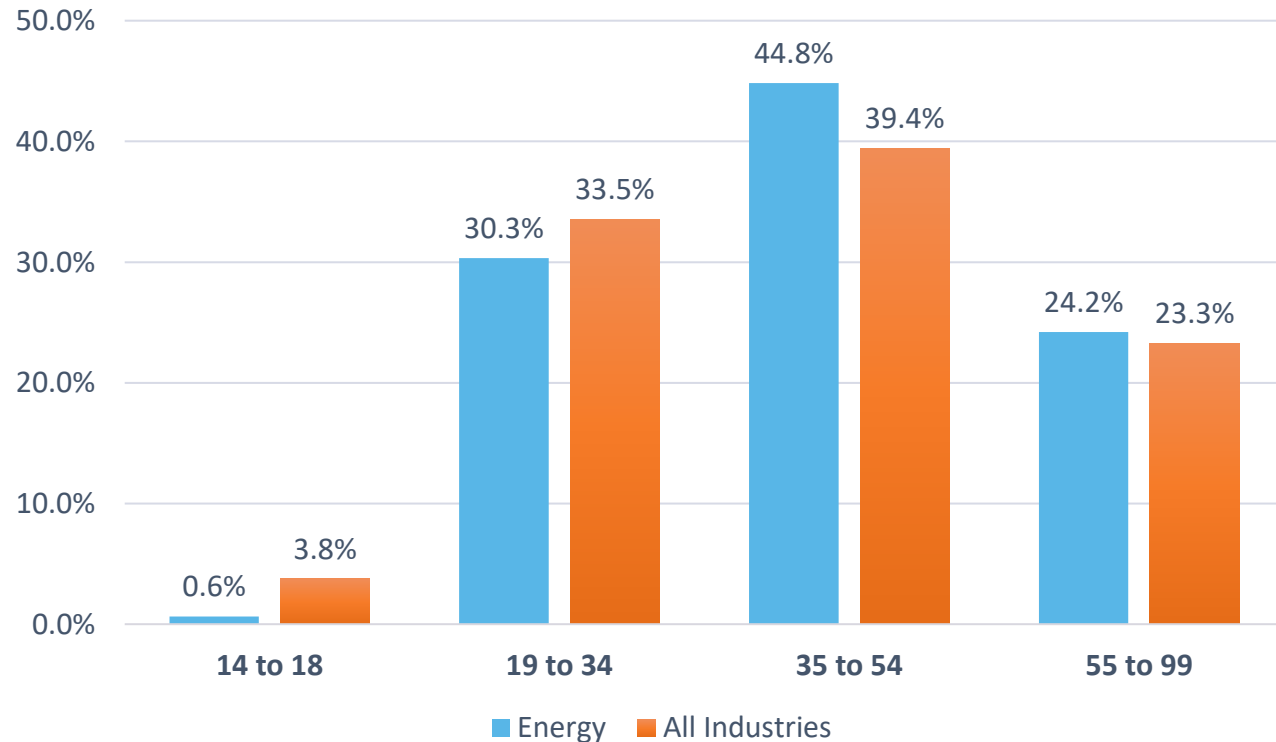


Workforce Development (WD) supports a demand driven workforce system, assists the structurally unemployed with financial independence, advocates for the integration of workforce development into the K-12 school system, and supports the alignment of workforce development with economic development efforts.

Energy Workers - What the Data Says

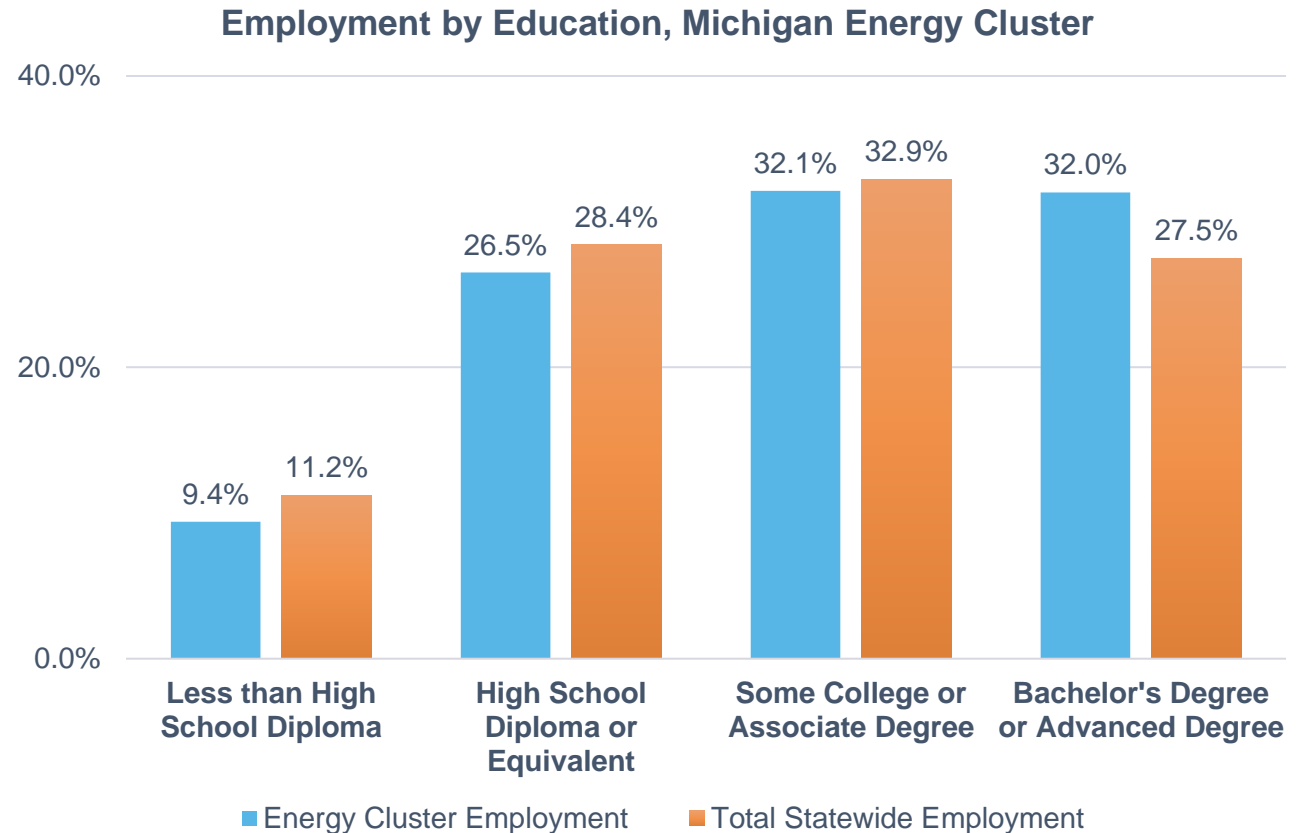
- Energy has a slightly lower share of those age 19 to 34 compared to all industry sectors.
- Those age 35 to 54 make up the largest share of employment and is 5 percentage points greater than all industry sectors.
- Younger industries tend to have lower education requirements such as Accommodation and food services, Arts, entertainment, and recreation, and Retail trade.

Share of Michigan Employment by Age



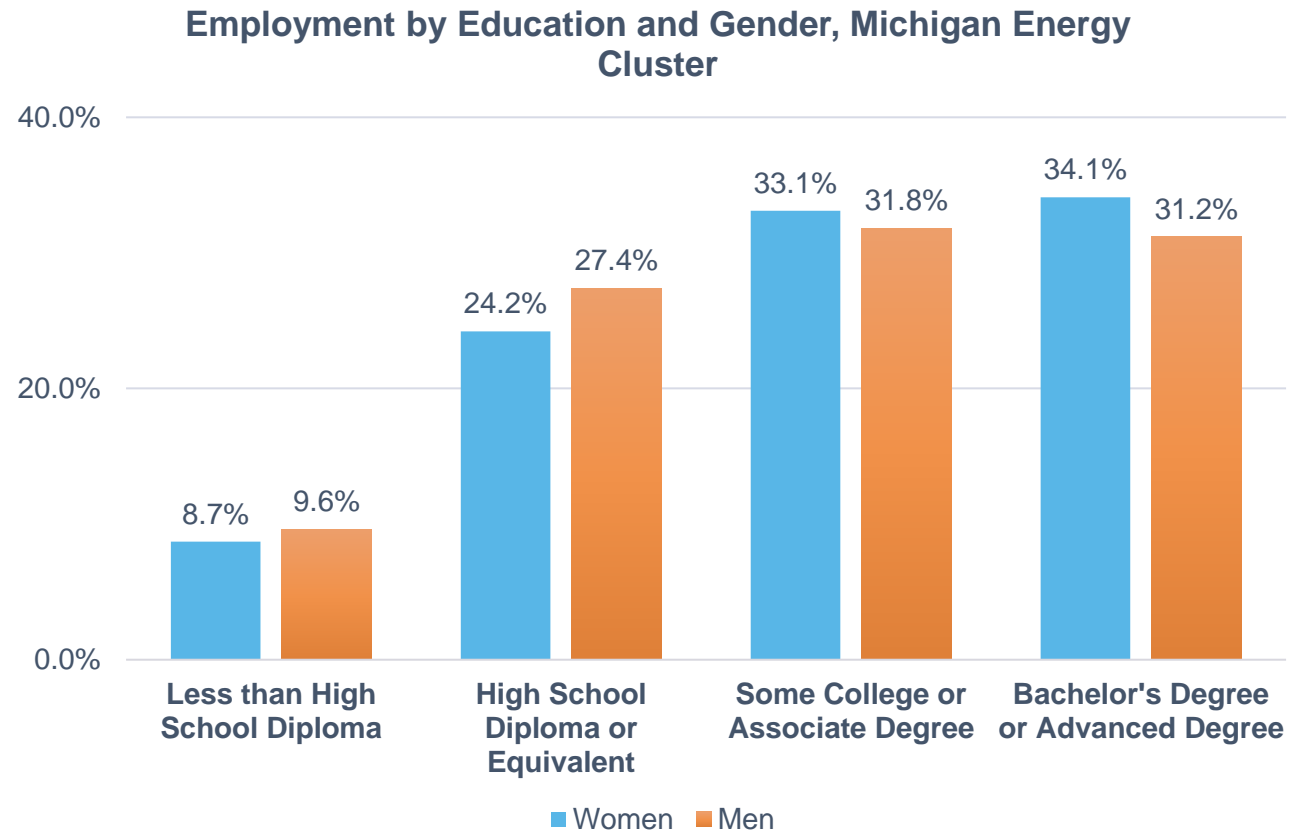
Education

- Around 36 percent of Energy cluster employment has a high school diploma or equivalent or less. This is compared to nearly 40 percent statewide.
- A greater share of workers in the Energy cluster have a bachelor's degree or higher relative to statewide employment.



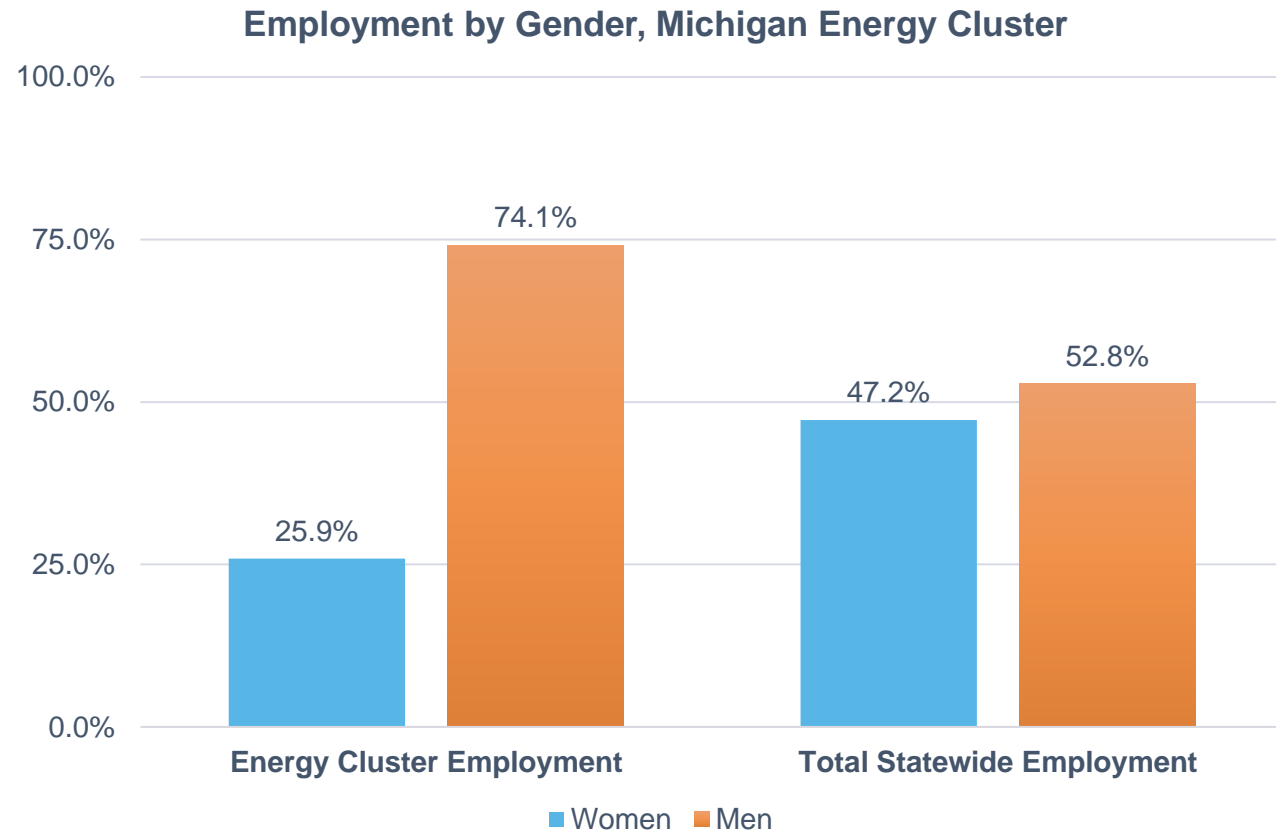
Education and Gender

- Women employed in Energy have slightly higher levels of postsecondary educational attainment compared to men.



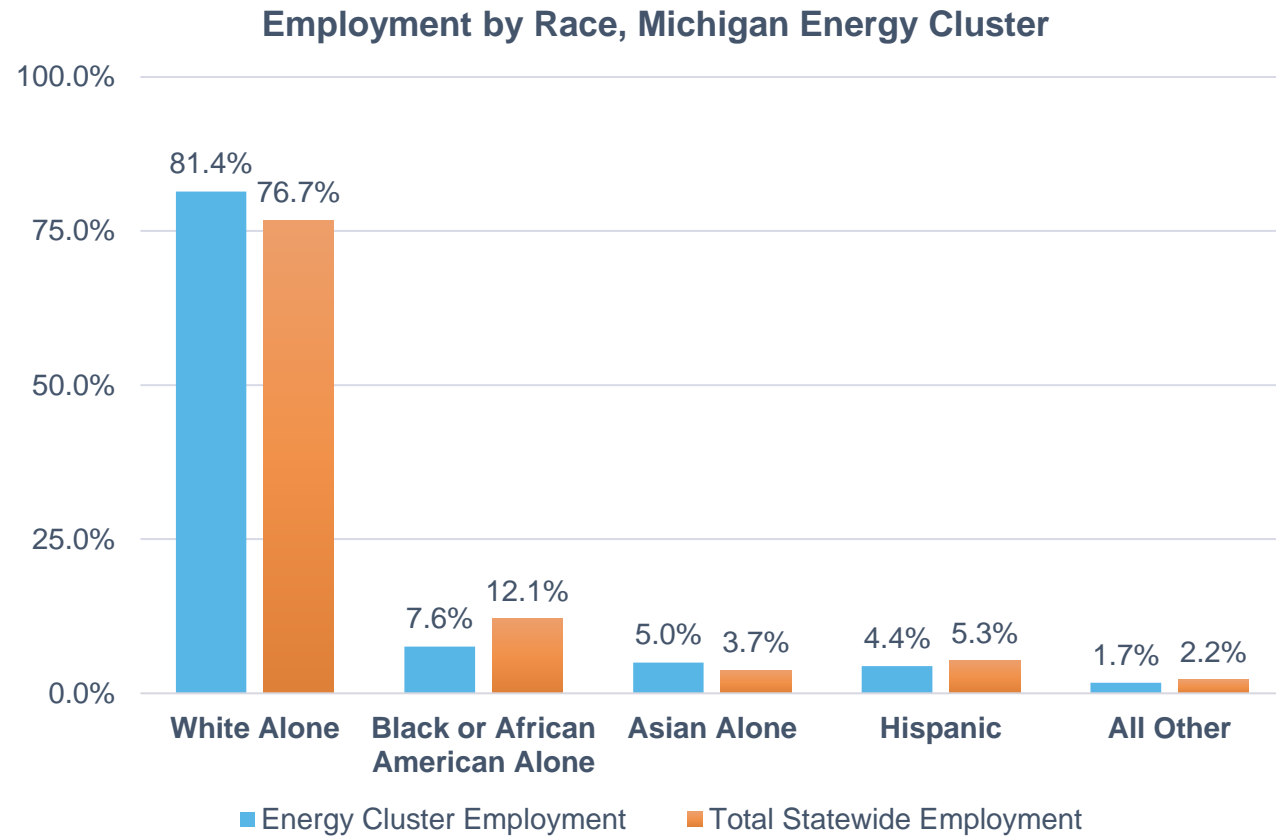
Gender

- Men account for a much larger share of Energy cluster employment relative to their statewide share of employment.
- Gender breakdown is similar to other heavily male industry clusters such as Construction and Manufacturing.



Race

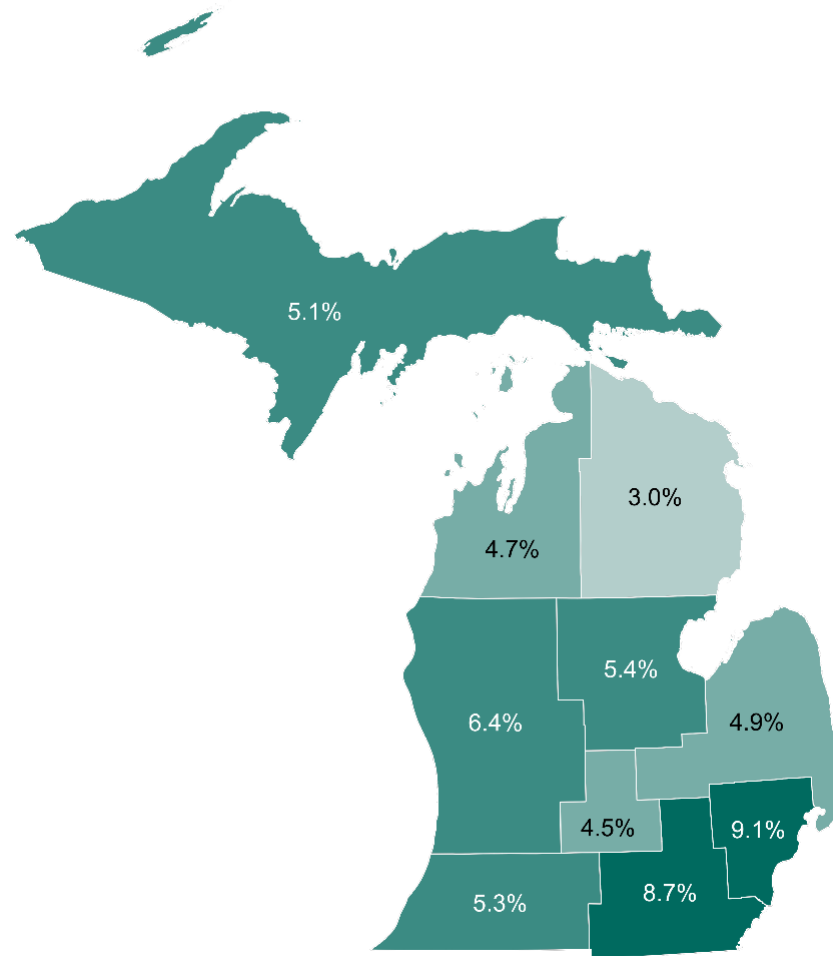
- White and Asian workers are overrepresented in Energy cluster employment.
- Black workers account for 12.1% of total employment but only 7.6% of Energy employment.



Energy Employment by Region

- Energy makes up at least 5% of total employment in most regions.
- Energy employment accounts for a greater share of total employment in more populous regions of the state.

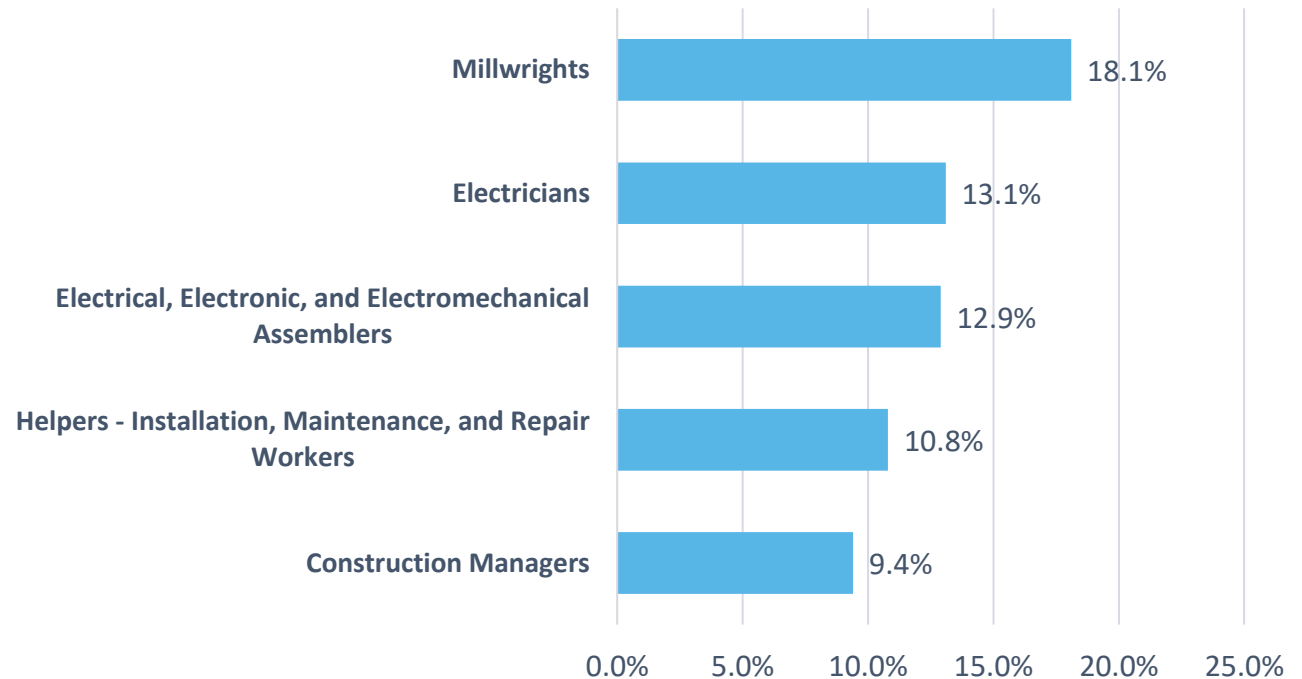
Energy Cluster's Share of Total Employment by Prosperity Region



Top Growth Occupations

- Aside from *Construction managers*, four of the top five projected growth occupations are attainable with a high school diploma and on-the-job training or an apprenticeship.
- This is compared to the projected statewide growth rate of nearly 9 percent.

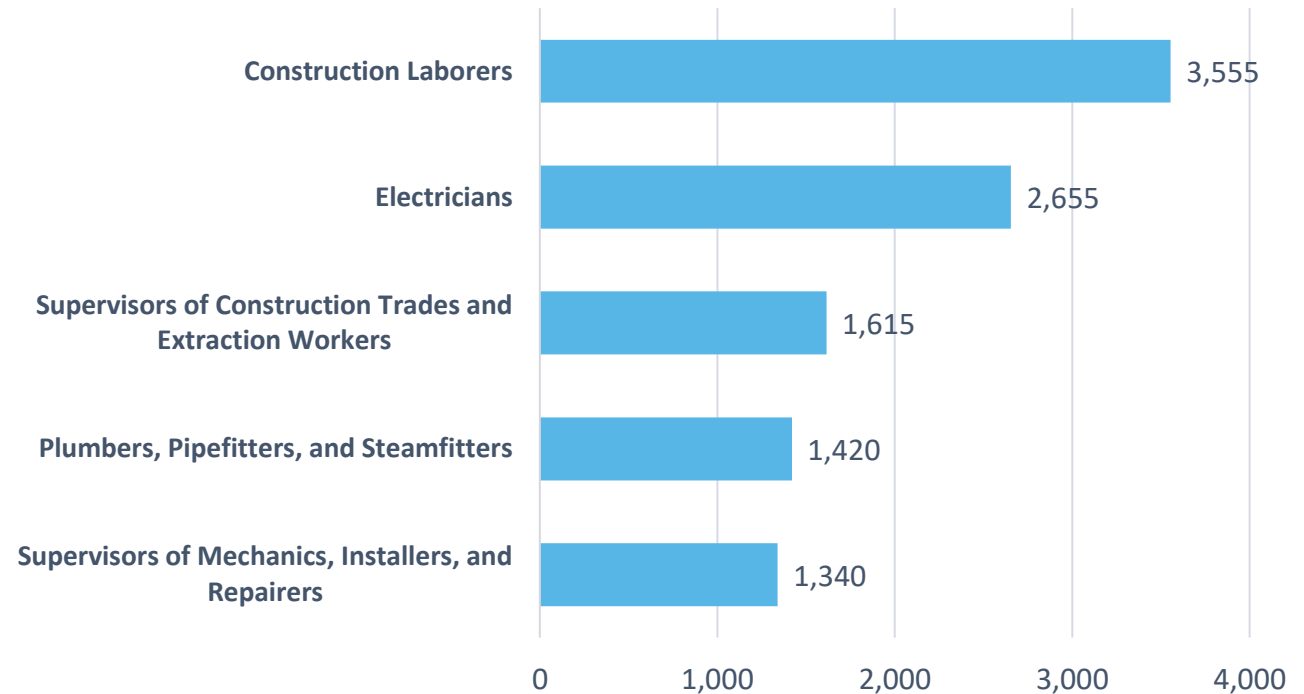
Michigan Energy Cluster Occupations with the Highest Projected Growth Through 2030



Top Annual Openings by Occupation

- These occupations are all attainable with a high school diploma and training or an apprenticeship.
- The median wages among these occupations are substantially higher than the statewide median wage of \$21.88, aside from *Construction laborers*.

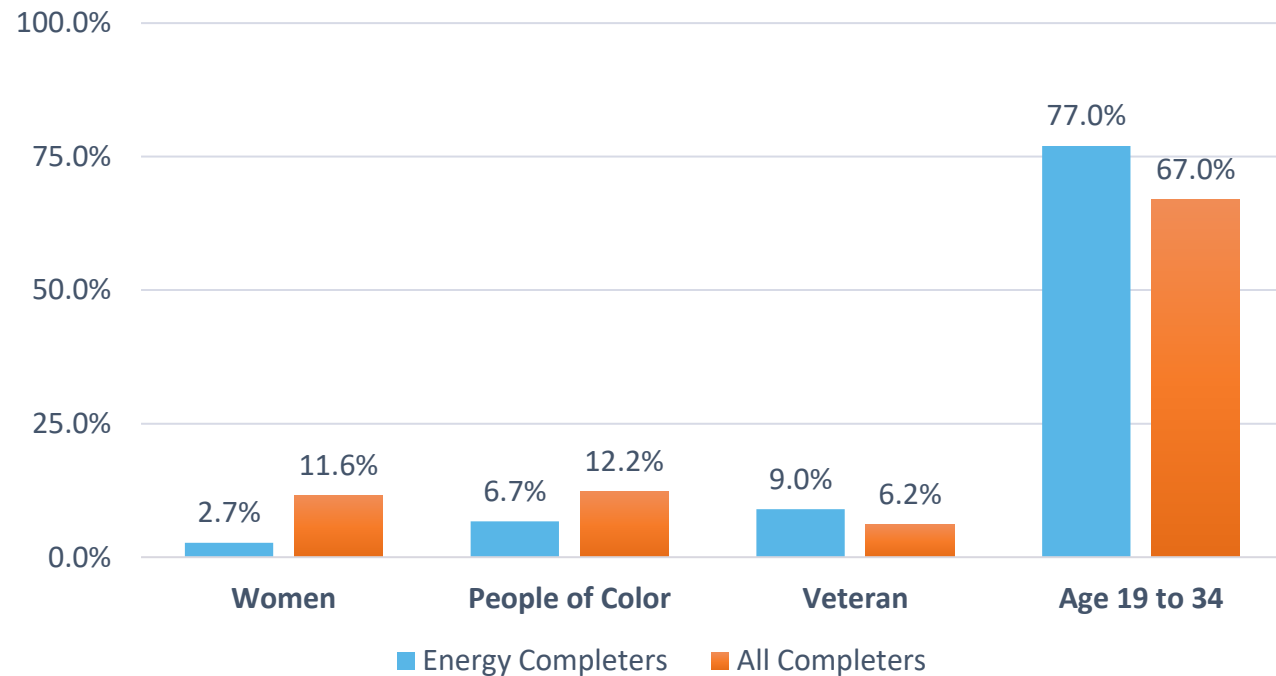
Michigan Energy Cluster Occupations with the Most Projected Annual Openings Through 2030



Demographics of Energy Apprentices

- The share of women apprentices in the Energy cluster is nearly 9 percentage points less than what is seen among all apprentices.
- People of color are also underrepresented.
- Those age 19 to 34 have a share 10 percentage points greater than what is seen statewide.

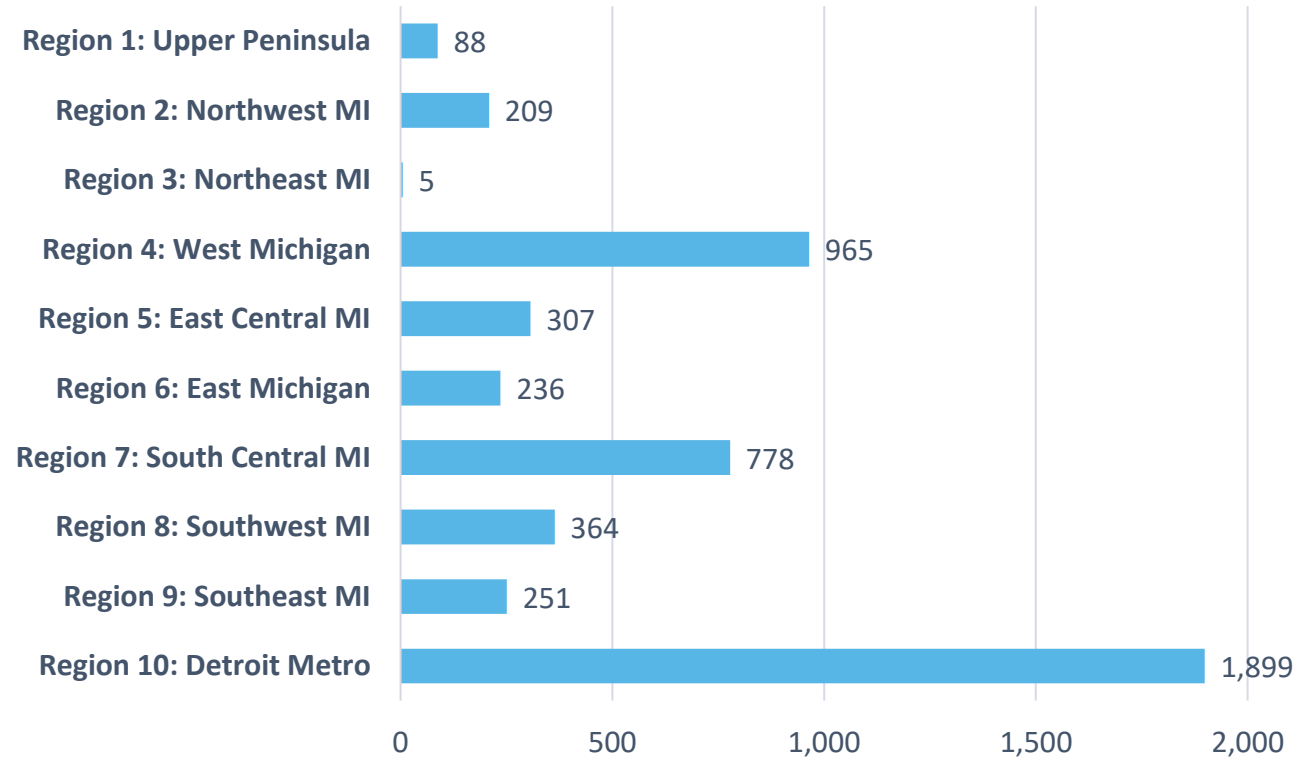
Share of Active Registered Apprentices by Demographic



There Were 5,100 Active Energy Apprentices

- The Detroit Metro region was home to 37 percent of Energy apprentices.
- West Michigan had the second highest share at 19 percent.
- Location of registered apprentices is determined by program location.

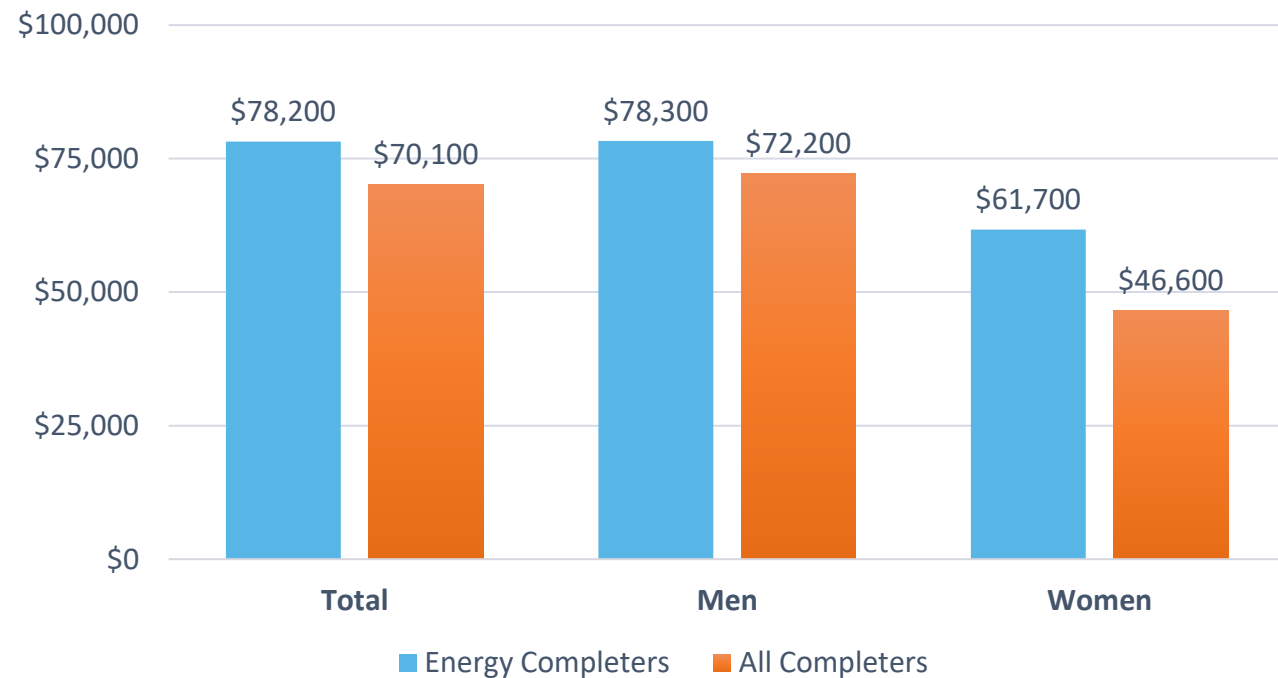
2021 Active Energy Registered Apprentices by Region



Energy Completers Face Favorable Outcomes

- Energy registered apprenticeship completers have a median one-year-after wage \$8,000 more than all completers making it one of the higher paying sectors.
- The median one-year-after wage for women is significantly higher than what is seen among all registered apprenticeship completers.

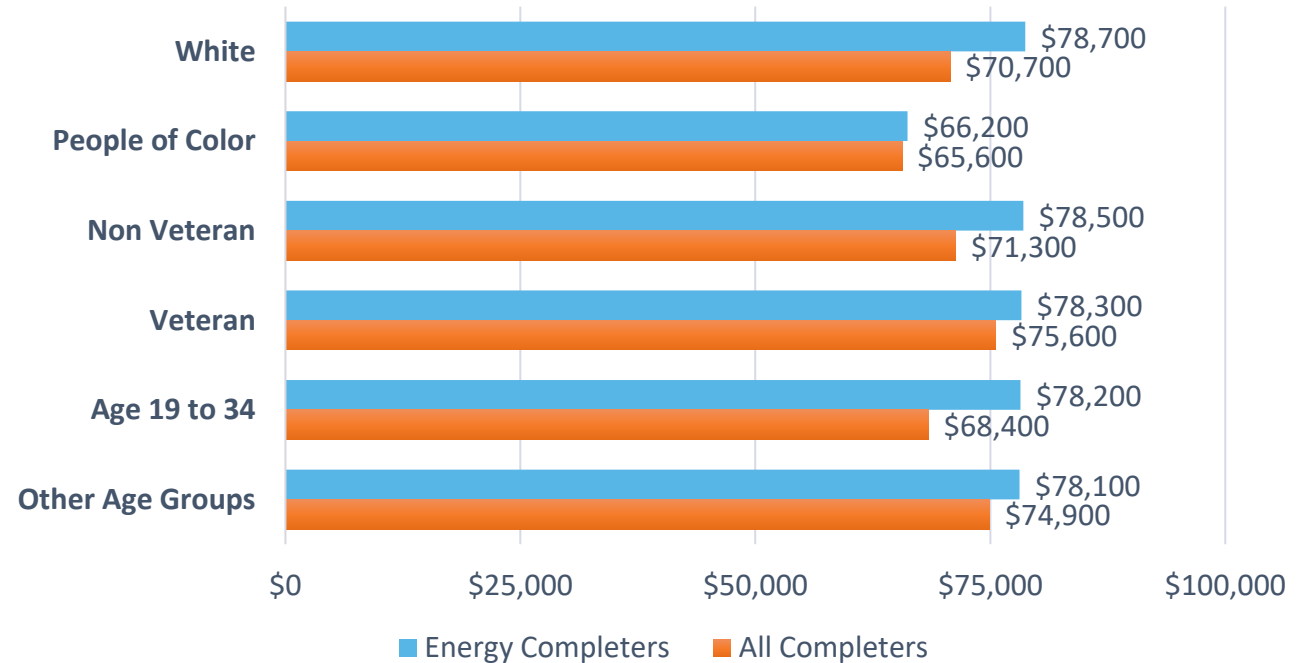
Median One-Year-After Earnings of Registered Apprenticeship Completers



Energy Completers Face Favorable Outcomes

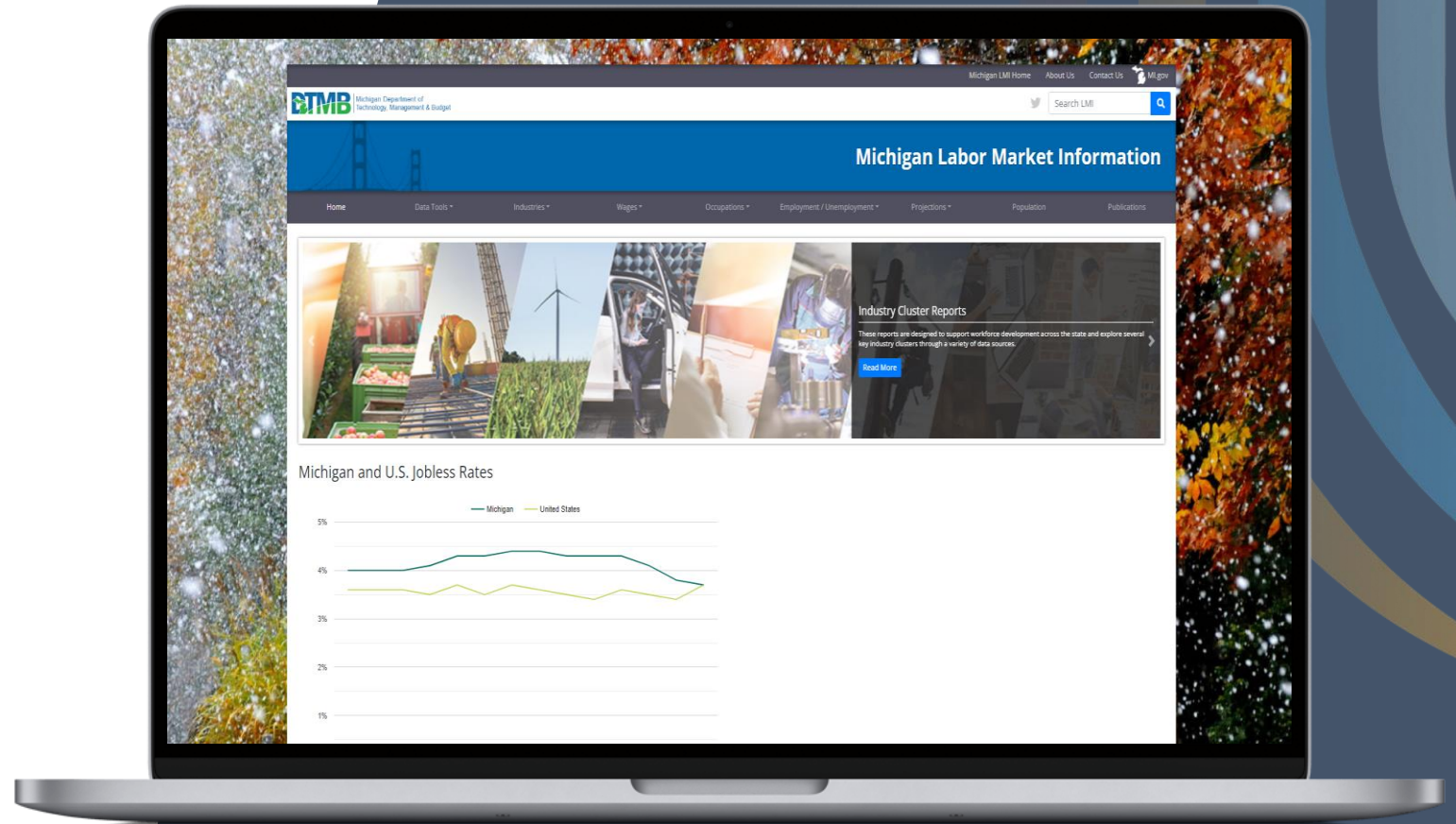
- Other demographic groups within energy also have a higher median one-year-after wage than all completers in Michigan.
- Those who are white have a median one-year after wage \$12,500 more than people of color.

Median One-Year-After Earnings of Registered Apprenticeship Completers



Energy Cluster Report

- The Energy cluster report is a comprehensive analysis of labor market information relating to the cluster.
- Access by going to milmi.org and using one of two options:
 - Use the banner on the homepage.
 - Click on Publications and then Research.



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