



EV Workforce Myth-Busting



By 2028, U.S. electric vehicle (EV) manufacturers are projected to produce approximately [4.7 million](#) EVs annually. This growth will fuel demand for charging stations, infrastructure, batteries, supply chain operations and more. As the EV sector continues to grow, Governors are assessing the workforce infrastructure needed to ensure it drives economic growth, strengthens local industries and expands opportunity for their residents. Meeting this moment requires a larger, more highly skilled workforce, with opportunities that are well-paying, wide-ranging and accessible through community colleges, apprenticeships and workforce training programs nationwide.

However, persistent myths and misconceptions about EV careers are slowing progress and creating barriers for students, job seekers, educators and employers, resulting in untapped talent that could be put to work in a rapidly growing sector. Below, we unpack some of the most common EV workforce myths and share examples of real pathways that exist today.

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Myth 1: EV Jobs Are Only Engineering Or Highly Technical Roles

Most EV careers are hands-on and don't require an engineering degree. This industry spans electrical work, assembly, automotive maintenance and advanced manufacturing with roles for battery technicians, machinists, assemblers, industrial production managers, electricians and power-line installers. Many of these jobs are learned through experience on the job or apprenticeships.

As EV technology and infrastructure expands, so does the demand for a broader range of skills and occupations. [Growth in charging infrastructure](#) alone is creating new opportunities for power-line installers, repairers and electricians who maintain EV systems.

The EV workforce is broad, hands-on and open to people with diverse backgrounds. It covers [five key areas](#): scientific research, design and development, manufacturing, maintenance and repair, and charging infrastructure development. For workforce strategies, this means tapping into a wide talent pool and promoting multiple entry-points into the sector.



Myth 2: You Need A College Degree To Enter The EV Industry

Global electric car sales topped [17 million](#) in 2024, accounting for over 20% of all new cars sold. This surge is creating high-demand, well-paying roles across the EV industry, many of which don't require a four-year degree. Short-term training programs, apprenticeships and community college pathways provide direct access into careers ranging from EV maintenance to battery manufacturing.

From wiring and mechanical assembly to safety protocols, the industry values hands-on skills and experience often more than formal degrees. Competency-based training and industry certifications offer job seekers efficient pathways into these growing careers, saving both time and the cost of traditional higher education.



MythBusters in Action:

- Michigan's [EV Jobs Academy](#), backed by 100+ employer and education partners, connects job seekers with tuition assistance, "earn while you learn" apprenticeships and other supportive services.
- North Carolina's [NC Business Committee for Education \(NCBCE\)](#) partners employers with schools for work-based learning, including through the Siemens Foundation's [EVeryone Charging Forward](#) program to meet workforce demand.
- Ohio's \$40 million [Super RAPIDs program](#) funds partnerships between schools and local businesses to remove training barriers and align skills with hiring needs.

By developing flexible, accessible training options, these initiatives show that a four-year degree isn't the only way into the EV workforce.



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Myth 3: The Electric Vehicle Workforce Isn't Diverse

A growing number of programs are working to diversify the EV talent pipeline. Programs like [Rosie's Girls](#) in Philadelphia introduce high school girls to EV technology through a 63-hour pre-apprenticeship program with real-world training. In Denver, [Women Who Charge](#) fosters growth of the EV industry by hosting networking events, recognizing women leaders in the field and developing best practices on project designs that are female friendly.

ChargerHelp, a leader in EV charging technology, launched [SmarterHelp](#) to scale training for in-demand technical careers.

The organization is taking an equity-centered approach to workforce training and job placement by supporting workers and learners from various backgrounds and with varying levels of skills and work experience – like youth and people with records – and training them for careers in the clean energy sector. They are starting with the EVSE Reliability Technician Training program to prepare a diverse workforce for the growing sector.

These combined efforts are helping ensure the EV workforce reflects the diversity of the communities it serves.

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Myth 4: EV Training Needs Don't Translate Across Industries

The skills required to build and maintain electric vehicles are highly transferable, spanning traditional auto manufacturing and energy sectors among others. Technical knowledge in diagnostics, data analysis, assembly, project management and quality assurance testing is equally valuable in fields like advanced manufacturing, solar and clean energy, AI and infrastructure. Learning skills for an EV job doesn't confine someone to a singular career path.

Training providers and community colleges are responding by designing curricula that integrate skills from overlapping sectors.

This effort is reinforced by national organizations working to provide structure and guidance for states. For example, Advance CTE has developed an [energy and natural resources career cluster](#) – groupings of related career areas within the energy sector that share common skills – to assist workers and learners in navigating their career options and upskilling opportunities. This approach strengthens the EV talent pipeline while providing workers with greater career flexibility in a rapidly evolving economy.

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Conclusion

Dispelling myths about who can work in the EV sector is more than just setting the record straight; it's about opening doors and helping people pursue careers that feel stable, rewarding and worthwhile. If left unchallenged, these outdated assumptions will continue to block access for many people – an issue Governors may want to weigh as they consider policies that broaden pathways into the EV workforce and ensure inclusive economic growth.

The [EV Workforce Collaborative](#), a partnership between the National Governors Association and the National League of Cities powered by the Siemens Foundation, has already helped states and cities consider policies, funding and workforce strategies that help build an inclusive EV workforce. By addressing shared challenges, expanding training for underrepresented communities, and investing in transferable, industry-aligned certifications, the Collaborative is bringing organizations together around the shared mission of helping more people envision themselves in EV careers. Through this effort, Taskforce and Working Group members are ensuring that as the EV industry grows, the workforce grows with it, remaining diverse, skilled and ready to power the future of transportation.

Sources:

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- [BLS: Careers in Electric Vehicles](#)
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- [EDF: Production Underway at Dozens of U.S. Electric Vehicle Manufacturing Sites after Historic Levels of Investment](#)
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- [Morningstar: SmarterHelp Spins Out from ChargerHelp to Address Clean Energy Workforce Gap](#)

