

Income Qualified EE Advisory Committee North

Monday, July 30, 2018

10:00 am – 2:30 pm

ComEd - Chicago Training Center
3536 S. Iron Street, Chicago, IL

Attendees (In-Person)

Annette Beitel, Facilitation
Celia Johnson, Facilitation
Theodora Okiro, Facilitation
Cheryl Johnson, People for Community Recovery
Briana Parker, Elevate Energy
Nick Horres, Resource Innovations
Amiee English, Citizens Utility Board
Chip Tenorio, ComEd
Elizabeth Corrado, Elevate Energy
Larry Dawson, IL Association of Community Action Agencies
Stacey Paradis, MEEA
Sari Mira, SEEL, LLC
Stephanie Pressler, Moraine Valley Community College
Julie Hollensbe, ComEd
Ashley Lucier, SEEL, LLC
Edith Makra, Metropolitan Mayors Caucus
Mary Ellen Guest, Chicago Bungalow Association
Leanna Mckeon, Chicago Housing Authority
Christina Pagnusat, Peoples Gas
Kate Brown, Elevate Energy
Leah Scull, MEEA
Lisa Miranda, Rebuilding Together
Wanda Ramirez, Rebuilding Together
John Pady, CEDA
Dan Maksymiw, CEDA
Jennifer Chan, Dupage County Community Action Agency
Chris Neme, NRDC
Stefano Galisson, ERC-UIC
Molly Lunn, ComEd
Ashley Palladino, Resource Innovations
Chelsea Lamar, Navigant
Holly Spears, SEEL, LLC
Lavannya Barrera, Environmental Defense Fund
Dana Bolton, ComEd
Connor Jansen, Seventhwave
Anthony Santarelli, SEDA U of I
Harold Rice, CEDA
Mark Szceygie, Nicor Gas
Chris Vaughn, Nicor Gas
Katie Restano, ComEd

Mary Vincent, ComEd
Isioma Odun, Faith In Place
KC Doyle, ComED
Katie Elmore, CIC
Jerry Nellessen, Village of Beach Park
Angie Ziech-Malek, CLEAResult
Dantawn Nicholson, ComEd
Mike King, Nicor Gas
Anne Evens, Elevate Energy
Andre Walton, FutEE
Delamar Gillus, Elevate Energy
Karin Konrath, ComEd
Jim Heffron, ComEd
Jacob Stoll, ComEd
Marsha Belcher, Community Action Partnership of Lake County
David Baker, ERC-UIC
Cheryl Miller, Ameren IL
Bill Risley, Franklin Energy
Blaine Fox, CMC Energy
Omy Garcia, Peoples Gas
Luis Diaz-Perez, ComEd
Ruven Cruz, Spanish Christian Church
Michelle Pulce-Flynn, IL Association of Community Action Agencies

Attendees (By Phone)

Jonathan Feipel, Environmental Law and Policy Center
Juan Sebastian Arias, Enterprise Community
James Carlton, People for Community Recovery
Owen Carter, City of Rockford IL- Community Action Agency of Boone and Winnebago Counties
Jasmine Gunn, Claretian Associates
Patricia Islas, Community Organizing on Family Issues (COFI)
Randy McGill, Kankakee County Public Housing
Jennifer Morris, ICC Staff
Susan Olavarria, ComEd
Renwick Paige, Energy Infrastructure Partners
Matias Reyna, Resurrection Project
Edward Schmidt, MCR Performance Solutions, LLC
Suzanne Stelmasek, Elevate Energy
Josh Stillman, Latin United Community Housing (Lucha)
Wayne Thompson, Tri-County Opportunities Council
Liliana Almazan, Bpnc Chicago
Julie Biel Claussen, McHenry County Housing
Naomi Davis, Blacks in Green
Charles Robinson, East Central Illinois Community Action Agency
Rob Neumann, Navigant

Introduction (Annette Beitel, Facilitator)

- Overview of agenda

ComEd Presentation: Overview of Workforce Development Initiatives & Business Development (Molly Lunn, ComEd)

- ComEd Workforce Development Strategies
 - What does ComEd Energy Efficiency do in this space?
 - ComEd goals: Facilitate local job opportunities, create jobs within ComEd territory, engage customers in job opportunities.
 - Overall strategy: Training and recruitment
 - Training: Provide opportunities for local workforce
 - Recruitment: Get people from income eligible communities to support program
- Programs
 - (Program 1) Energy Efficiency: ComEd has committed to implementing funding for training / opportunities.
 - There is a new training center for training opportunities.
 - (Program 2) Building Operator Certification training with MEEA: People learn to operate buildings more efficiently.
 - (Program 3) Partnership with Safer Foundation: Assist on programs for returning citizens in IL by providing training and certifications in weatherization.
 - Program Strategy: Work with existing training networks to work in Energy Efficiency
 - (Program 4) Contract with Faith in Place in Bronzeville: Faith in Place received 200 resumes for one position. ComEd used pool of resumes to recruit for other opportunities.
 - ComEd is now thinking internally for other forms of developing a workforce pipeline.
 - (Program 5) Community of Future Initiative's Job Fair: People from South Side to learn about Energy Efficiency jobs and skills. ComEd has also developed relationships with trade allies for further programs.
- Future
 - There will be more strategic and holistic work.
 - ComEd will centralize (hire someone within ComEd team) to focus on persistent training and recruitment.
 - More strategies:
 - Identify hiring needs for trainings and specific skill gaps.
 - Focus will also be paid on developing long-term strategy.
 - Current metrics:
 - # of trainings
 - Trainings for income eligible communities
 - Indirect and direct jobs created
- Business Development Work
 - ComEd has sought to facilitate opportunities to grow businesses on a local platform.
 - ComEd hired a new Trade Manager to develop relationships with service providers that support Energy Efficiency.
 - ComEd conducted a Trade Ally Analysis, to determine how many trade allies are in their service areas and to assess gaps to participation.

- ComEd also established a Trade Ally incubator with Elevate Energy to understand gaps.
- Strategies- help and support small businesses.
- Results of incubator with Elevate Energy will help develop long-term strategies
- ComEd would like feedback on current metrics from IQ meeting participants and CBOs: The metrics are:
 - # of income eligible businesses ComEd supports, and
 - # of small businesses supporting portfolios.
- The strategies and work in this section are still preliminary.

ComEd Presentation: Diverse Trade Ally Incubator Project (KC Doyle, ComEd)

- K.C is the new Trade Ally Manager for ComEd.
- K.C developed an online intake form for trade allies in collaboration with Elevate Energy on their incubator.
- Training for the program starts in Sept 2018 and will end April 2019.
- Some of the trade ally functions include:
 - Assessing Community Need: What is the current community need in term of licensing and businesses support?
 - Goals of the Trade Allies Program: Find the barriers for participation of business owners.
 - Strategy: What can ComEd do to address these barriers?
 - Current state of the program: ComEd has 17 contractors interested as of today. Contractors will go through a screening process before finalizing.
- After the program ends, ComEd will analyze any issues faced and release a report on recommendations to address the issues.
- A focus will be given on 2 business development eligible firms, i.e. WBEs and DBEs
- Franklin Park, Calumet, Homewood, Chicago Heights etc. are some of the areas where these businesses are from.

ComEd Presentation: Future Energy Jobs Act Update (Kathie Restaino, ComEd)

- There are currently 11 grantees in the workforce development program.
- It is a statewide program- 93% of IL Counties are served by FEJA grantees.
- Chicago Community Trust was commissioned by ComEd and helped seek grantees.
- There are 3 training initiatives: Multi-cultural training, Solar Pipeline, Pre-apprenticeship.
- There are 4 organizations and grantees in the solar pipeline.
- For the Multi-cultural training, there are 6 organizations- Chicago Urban League, National Latino Education Institute (NLEI), ASPIRA Inc., Hispanic American Construction Industry Association (HACIA), APAC.
- Outcomes of the Multi-cultural group: Urban League conducted solar training for 13 orgs that graduated on May 13th.
- HACIA conducted a 6-month training- 194 hours, training 28 contractors. The goal was to strengthen business management skills, and construction skills.
- NLEI- The program focused on math, job readiness and customized certification.
- ASPIRA- Youth development and youth leadership program- focus of electrical trade, carpentry- 250-hour program- 1 semester, 5 certifications, partners with St. Augustine. 10 students graduated.
- The initiatives have graduated 4 groups. Elevate Energy also graduated 21 orgs.
- Some of the Solar Grantee Programs- Illinois Central College, Safer, Elevate, Opportunity Advancement Innovation (OAI). On Aug 6th there will be a new cohort in IL Central College, of which there are currently 12 participants.

- Safer Foundation is also a grantee- Safer screens and provides candidates for the program. Their program includes soft skills training, networking, job searching. They also provide candidates to Elevate and OAI.
- ComEd has also sponsored successful job fairs with some of their grantees in attendance.
- OAI has 16 programs- Their model is to over-subscribe trainees because people tend to drop out before end of program. OAI also trains in soft skills for carpentry and hazmat.
- Chatham Business, another grantee, works with business banks primarily to bring solar into IL, the first cohort will begin in Sept 14th, 2018. The program includes: alternative energy curriculum and developed micro-site for updates. Chatham Business will also implement surveys for communities to determine their needs.
- IBEW- Train the Trainer Solar Installation was held for 17 locals July 9th-14th, 2018. Those that were trained will then turnaround and trade locals based on what they learned.
- Pre-apprenticeship Program: Olive Community College Solar Training will begin fall 2018, Juarez HS High School Solar pre-apprenticeship program will also begin in the fall
- **Question from Holly, SEEL: How will the implementers access trainings/trainees?**
 - ComEd response: ComED is working on Contractor Platform for contractors to see trainees resumes and certifications.
- **Question from Annette: Will ComEd track students and placements rates?**
 - ComEd response: ComED thinks grantees will individually track and provide ComEd with information.
- **Question from Mary Vincent: With solar pipeline training, will there be a second pipeline implemented?**
 - ComEd response: Community Trust initially identified grantees, and there are requirements in the FEJA legislation for ComEd to report in 2019 on what worked and so forth. There are preliminary talks to hold a Public Forum in 2019 to help identify inputs. Furthermore, if organizations are not performing, there is no guarantee they will go forward in the future.
- **Question from Cheryl Johnson, People for Community Recovery:** There is a disconnect with the distribution and disbursement of these trainings. This is the first time she is hearing about these programs, and grants have already been awarded. How far south will these programs be seen?
 - ComEd response: There are still reiterations for the marketing decisions. There will be further attention paid to isolated communities to ensure they are benefitting from the programs. ComEd will do a better job to promote the programs and discover avenues to better reach communities.

Peoples Gas-North Shore Gas Presentation: Status Update (Omayra Garcia, Peoples Gas-North Shore Gas)

- Workforce Development Overview
 - Current efforts: There are 10 trade allies that Peoples Gas is collaborating with. It is a joint project that includes other utilities such as ComEd.
 - Current vendors: The administrators of the program include Franklin Energy. Franklin Energy helps to increase awareness of the program. Elevate Energy is also being onboarded to become an administrator.
 - Program Need: Peoples Gas is trying to develop a mechanism for tracking their workforce Development efforts, they are open to suggestions. There is no current tracking mechanism to track new jobs created. But Peoples Gas is committed to continuing their work in this program.

- Peoples Gas is also working with Community Action Agencies to onboard them in the workforce development portfolio.
- Some of the workforce development beneficiaries include: Trade Allies, CAAs and outreach organizations. Peoples Gas is also currently seeking what programs are effective and will target IQ customers to determine which organizations can be on board.
- Some other questions being assessed internally include considering where deficiencies exist.

Summary of Small Group Feedback on Workforce Development

Questions to Address:

1. What are the challenges and how can they be addressed?
2. What are the current workforce needs/gaps in the workforce?
3. How can we provide additional support (such as training) through workforce development programs?
4. Are Community-Based Organizations in a position to identify and help recruit additional contractors from their community into the Trade Ally network?
5. Do you have any recommendations to the utilities on their workforce development efforts?
6. How can CBOs and Community Action Agencies help with workforce development?

Small Group 1: Cheryl Johnson, People for Community Recovery and Mary White, ComEd

- Feedback on Workforce Development
 - Discussed the need to do better outreach to target communities- South Side of Chicago around 119th and South for instance, there is a disconnect on FEJA, its benefits and programs in some communities.
 - Ideas for outreach: Transit Ads, Billboards- since some people are not tech-aware or connected via the internet.
 - These programs can change people's lives- IQ customers can benefit from job training because energy burdens exist in these communities.
 - FEJA programming can help create advantages for communities.
 - Idea to replicate (1): The International Port Authority has a program for re-entry communities. The Port Authority disburses \$180 insurance cards for returning citizens to work at Port Authority. The card covers benefits and any financial issues they face.
 - (2) California Workforce Development Program- Local businesses and organizations etc. are required to let IQ people getting public assistance to know of trainings and other opportunities. This helps get the word out about programs.

Small Group 2: Christina Pagnusat, Peoples Gas

- Feedback on Workforce Development
 - Solar- Focus on spreading the word about solar opportunities for communities.
 - Seek out other graduates from previous weatherization programs- to discuss best practices, lessons learned, what worked and didn't work- this will benefit new students and recent graduates.
 - Highlight or expand job fairs- They are good for qualified candidates, perhaps organize job fairs quarterly, expand the fairs to include resume writing and other career preparedness skill building.

- Leverage CAAs main role in information sharing aspect to help graduates get through process.

Small Group 3: Sari Mira, SEEL

- Feedback on Workforce Development
 - Outreach- Information is not reaching certain organizations, implementers are not receiving information until it is implemented. There is a disconnect and this can limit implementation.
 - Geo-centric implementation – current implementation is largely Chicago/Cook County based. Look outside Cook County border. What can CAAs / CBOs do to engage these communities in training and opportunities?
 - Community College- funding has been lost for people to engage with Community Colleges, need to reassess engaging this partnership and funding stream.
 - Engaging Municipalities for Outreach- another avenue to help publicize training programs, like outreach efforts to CAAs and CBOs.
 - The duration of programs- can programs be edited and changed in the next 4 years? Is it locked for the next 4 years? - something to think about.

Small Group 4: Luis Diaz Perez, ComED

- Feedback on Workforce Development
 - Are there currently enough solar projects to absorb solar trainees?
 - Can we hear from organizations that we are successfully getting the word out; can this be a source of promotion of the IQ work? These organizations can be insightful to in highlighting the presence of jobs for their communities.
 - Ensure whether content of trainings is aligned with the staffing needs of the organizations, can ComEd provide venue to assuage these gaps? There must be alignment around content of training programs.

Small Group 5: Ashley Palladino, Resource Innovations

- Feedback on Workforce Development
 - Immediate collaboration- encourage building science into curriculum for trainees, create working groups that create cross-pollination with energy efficiency groups and solar groups. Funnel graduates into weatherization and energy efficiency programs.
 - Encourage solar and Energy Efficiency jobs to be included within online jobs portal- Have a diversity of jobs available. It is important to have jobs to help them work in both sectors.

Small Group 6: Nick Horres, Resource Innovations

- Feedback on Workforce Development
 - How are metrics being made available to the public? This is important to address so everyone is made aware of progress.
 - Information need- how do organizations deal with hiring people with criminal backgrounds? This should be addressed at the meetings or by the utilities during implementation.
 - What is meant by onboarding of new staff? What is the process?
 - Drop out reasons for trainings- why are people dropping out from these programs? What can we do to address this? Stipends needed? It is vital for implementers to consider these barriers prior to program inception.

- Regarding CAAs barriers- These agencies can need help with capacity to bring on individuals and train them.
- Training locations- Attention must be paid to having locations where individuals can easily access, bring training to them. This may remove some barriers trainees are facing.

Small Group 7: Dantawn Nicholson, ComED

- Feedback on Workforce Development
 - Outreach efforts: How to spread out to isolated areas? Potential strategy- partner with External Affairs of utilities. Maybe municipalities can help with the effort.
 - CBO assistance and engagement- Perhaps create a clearing house or portal as a centralized way to communicate about Workforce Development efforts. This may be a way to receive resumes and trainees. It will help with trade allies and incubator processes.
 - Example- Illinois Utilities Business Diversity Council (IUBDC) is an established network of utilities.
 - Engage Navigant and CLEAResult to conduct research and determine best practices on what’s happening in other energy driven states.

Small Group 8: KC Doyle, ComED

- Feedback on Workforce Development
 - For those contractors who receive training, they may not be able to get the opportunities to respond independently to RFPs, what are the barriers they face? It is important to address those barriers.
 - There is a need to better disseminate information from IQ Meetings. How can the information from the meetings be better sent out to attendees?

Small Group 9: Holly Spears, SEEL LLC Utility Solutions

- Feedback on Workforce Development
 - There may be too big a focus on training process- maybe focus on job recruitment as well? What methods are there to do so? Is there a process or scoring process for CAAs and CBOs to participate?
 - Think outside of the box, who are we using for outreach? Example, faith-based organizations could be better utilized.
 - Additional training on programs already being implemented- there is still need for utility auditor roles and other roles related to training.
 - How are utilities addressing the feedback from these meetings?
 - Having micro-targeted approach to screening process will be helpful as well.

Summary of Key Comments

- Outreach: Perhaps we can think more outside of the box when seeking to engage CBOs, particularly isolated ones and CBOs outside of the city. Working with municipalities, faith-based organizations and external affairs of utilities are some suggestions. To reach potential trainees for workforce development programs, perhaps publicize the programs on transit ads and billboards. And, organize more comprehensive job fairs that include resume writing and other skill building opportunities.
- Best practices from other workforce development programs: We need to understand what programs in other states are succeeding at, as far as metrics, training locations, steps to address participant barriers, publicizing the programs and guidelines for program success.

- CAA roles: CAAs could be an untapped resource in successfully implementing workforce development programs. However, it is important to ensure that their capabilities align with the demands of the program.
- Diversifying workforce development trainings: Perhaps incorporate solar training and building science into the programs, encourage cross-collaboration of grantee organizations.

ComEd Presentation: Quarterly Reports on Income Qualified EE Programs (Jacob Stoll, ComEd)

- This presentation is an update on income eligible programs for Q2 (a snapshot progress report).
- Home Energy Upgrades: For single family home energy updates. Franklin Energy and Chicago Bungalow Association implemented these upgrades. ComEd completed 596 projects and 637 homes through the program. Most of this was via Bungalow Assoc. ComEd also works with CAAs to conduct upgrades. There is also testing in suburban Cook County- targeting Oak Forest.
- The program is on track to spend \$12.6M by the end of the year.
- First two quarters of the year involved establishing partnerships with DCEO and CAAs.
- There were 41 completed “braided” projects- braided projects split the costs of retro fit projects with IL Weatherization Assistance Program (IHWAP).
- Multi-Family Energy Updates- This is implemented by Elevate Energy. Through Q2- 2,000 tenant units, 50 common area spaces were done.
- ComEd is also working with CEDA on a multi-family project.
- Public Housing Energy Updates (PHA)- This is also implemented by Elevate. There is a large project with Altgeld Gardens & Murray Homes (identified in Q1)
- Affordable Housing New Construction - This is implemented by Seventhwave. This program also includes incentives for developers in single and multi-family. It also covers gut rehabs.
- Other updates: Lighting Discounts- 132,000 units sold through Q2. ComEd has seen steady growth in over 200 stores. ComEd will launch a marketing campaign to promote lighting discounts (with languages in Spanish and English). The customers were identified by zip code, communities with over 70% IQ customers were selected.
- Energy Saving Kits- The kits are distributed at community events serving IQ customers, Through Q1& Q2, they were distributed at 15 CAAs at over 73 locations. Distribution will continue through Q3 & 4.
- Food Bank Distribution- These kits include LEDs, bulbs and power strips. The program has seen a stronger participation than expected. Double more than anticipated. The first community volunteer event was held at New Hope Baptist Church to distribute kits.
- Upcoming Q3 &4- ComEd will focus on Oak Forest Energy Upgrades work with Bungalow Association. Additionally, there will be a free thermostat pilot in Bronzeville. This will be a multi-family blitz strategy to drive participation in south suburbs and Aurora.
- Additional market research in Q3 & Q4- There are plans to hold 3 series of roundtables. This will help in the development of 2019 marketing and outreach plans.
- Some upcoming ComEd community events include:
 - Bronzeville Eligible Energy Resource Fair Sept 15th 10am -2pm
 - Malcom X College- Oct 17th, 2018 Resource Fair

Peoples Gas- North Shore Gas Presentation: Quarterly Reports on Income Qualified EE Programs (Omayra Garcia, Peoples Gas- North Shore Gas)

- This presentation is focused on Q2 Program status.
- IHWAP- Peoples Gas has agreements with CEDA and Lake County to conduct this program.
- For Q2 & Q4: Identify pipeline for projects targeted to close in 2018
- Updates: Program with Chicago Bungalow Association completed 620 homes. 90% of customers are happy. The program is on-track for progress. Word-of-mouth helps vocalize satisfaction with projects and create new customers for the energy efficiency programs. All IQ customers needed to achieve 2018 targets have been identified.
- Elevate Energy and Public Housing are also partners. In total, they conducted outreach on 262 portfolio managers.
- PHES (Public Housing Energy Savings) is a pipeline from CHA and Waukegan Housing Authority that is being conducted on behalf of Peoples Gas.
- (Presentation note: Omy will update target # for budget and savings results on presentation slideshow and update to website).
- Overall, Peoples Gas is on track for achieving stipulated spending goal.

Nicor Gas Presentation: Quarterly Reports on Income Qualified EE Programs (Chris Vaughn, Nicor Gas)

- Nicor Gas spent most of the year ramping up and building up a pipeline for IQ programs- in weatherization and PHES.
- Nicor Gas also completed programs for senior homes. There are 40 weatherization projects in the pipeline.
- Nicor Gas plans to be dynamic in movement in the future. On track to meet goals.

Large Group Discussion on Vision, Metrics and Key Priorities (Celia Johnson, Facilitator)

- In future years the discussions on update on goals / mission and vision will be done in advance of the year kicking off.
- Q: Are there any lessons or things from the IQ South Committee that we can learn from as we discuss visions, goals and metrics?
 - Facilitator Response: Not at this point, the IQ South Committee is still reviewing vision/goals as well.

Group Feedback on Vision, Metrics and Key Priorities

Question to Address: What is your group's feedback on the vision, metrics and key priorities?

Small Group 1: Jim Heffron, Franklin Energy

- The table in general feels good about the metrics.
- Communication and dissemination of information- how is information being coordinated for CBOs and CAAs being reached out to?
- Re: Objectives- Introductory and outreach meetings and one-on-one CBO/CAA meetings are beneficial. But are there interim milestones to include in the objectives? For instance, the next 6 months are critical. We should better articulate outcomes → plan.
- Re: Objectives: What are we collecting input on? We need to be more on concrete short-term goals.

- Concerns- There are concerns that decisions are being made right now without the right amount of input. We are still in information gathering stages, this must be paid attention to.
- Even after a concrete plan has been developed, we want to make sure there is still ongoing input from CBOs and CAAs.

Small Group 2: Bill Risely, Franklin Energy

- Working in sub-committees and smaller groups will elicit greater accountability.
- Workforce Development: the great challenge is that there is no standard in definition on if a job has been created. Maybe we can develop consensus on guidelines. For instance, will federal guidelines on jobs created from workforce development programs work for us?

Small Group 3: Ashley Palladino, Resource Innovations

- The list feels more like implementation plan rather than objectives. Perhaps, it needs more result-based. Also, make each item more actionable.
- Tie desired result to each objective. What are the results at a more granular level?
- Restructure objectives so that they can be tracked level by level.
- Ensure agenda is attached to mission/vision tracker to find out what the status of each feedback is.
- Challenge Implementation contractors on things they can do to put into the program to have deliverables- identify a few key things they can re-assess.
- CBOs can tell CAAs and contractors on things they can do more efficiently.

Small Group 4: Stacey Paradis, MEEA

- Frustration on definition- what is the definition on CBOs? Is there consensus? Are we missing the participation of some crucial groups based on this definition?
- What are other non-profits that are serving their communities and will be a good outreach point? Are there some orgs without traditional partners that we can utilize?

Small Group 5: Connor Jansen, Seventhwave

- What does success look like for us as an IQ Group?
- What is the overall priority and success level of our group?
- We have not created metrics for milestones.
- Point people for achieving metrics has been established- this is good.
- Needed- more direct input from end-users to be a part of established metrics.
- Split objectives up into task-forces to put into different categories and create more accountability and avenue for concise feedback.

Small Group 6: Aimee English, Citizens Utility Board

- Have several first-time attendees on table 6, their experience is a good example of how a new participant can be get into speed. The main questions they had was what is a CBO? And how to describe active engagement?
- The table is encouraged that there is a staff person dedicated to each of the metrics.

Small Group 7: Jennifer Chan, DuPage County Community Action Agency

- Start with the Vision/ goal and then the mission. Not the other way around.
- Objectives: group recognized that tracking quantity is easy, but we need to actively develop and track quality.

- Track active participation- task force will help address this. Idea generation should come from communities, then we can track these.
- Metrics should include who is developing feedback.

Small Group 8: Katie Elmore, Community Investment Corporation (CIC)

- We should make a distinction between what we want the group to do vs. who this group should be.
- Number AND type of organization participation for the metrics- having the objectives and what we are measuring for each objective. How do we measure who we want this group to be? And address that.

Closing and Next Steps (Celia Johnson, Facilitator)

Key Next Steps

1. **Next IQ North Committee meeting:** We are reviewing meeting dates and will follow-up soon.
2. **Quarterly Updates:** The utilities are interested in feedback on quarterly progress updates – what are IQ North participants interested in hearing about? Please send feedback to Theo – Theo.Okiro@FutEE.biz by Friday, Aug. 31.
3. **Feedback on Business Development Metrics:** ComEd is interested in feedback from meeting participants on their business development program metrics. The current metrics are:
 - # of income eligible businesses ComEd supports
 - # of small businesses supporting the program portfolios
 - Please send feedback to Theo – Theo.Okiro@FutEE.biz by Friday, Aug. 31.
4. **Facilitation Team Follow-Up:**
 - Tracking Document: The Facilitation Team will include a link to the Tracking Document in future IQ North meeting agendas.
 - IQ North Vision/Goals: The Facilitation Team will update the draft IQ North vision/goals based on feedback discussed on July 30th. An updated version will be shared at the next Committee meeting.
 - Meeting Structure: The Facilitation Team has received feedback about structuring future meetings, including considering smaller topics in working groups. The Facilitation Team will follow-up on next steps at the next Committee meeting.
 - Energy Efficiency 101 Webinars: The Facilitation Team will work on planning training webinar(s) with MEEA and the IQ North Leadership Team.
 - CBO Outreach: Theo will meet one-on-one with CBOs, review other IQ Group Structures, and look at best practices for workforce development. Theo will follow-up on results with the IQ North Committee.