

EE Workforce & Business Development

July 31st, 2018

Workforce Development

- ✓ Goal: Facilitate local job opportunities, where possible for residents of Income Eligible communities
- ✓ Strategy: Training & Recruitment
 - Provide support to the local workforce to participate in the EE economy
 - More aggressively seek out candidates from IE Communities
- ✓ Current Initiatives:
 - **FEJA Training**
 - IHWAP Training
 - Building Operator Certification Training
 - Safer Foundation
 - Faith in Place
 - Job Fair

Workforce Development (cont.)

✓ Future Plan:

- Centralize workforce coordination function within ComEd EE Team
- Push hiring priority down to all EE Implementation Contractors
- Identify hiring needs, skill gaps and challenges
- Develop long-term strategy

✓ Proposed Metrics

- # of trainees, trainees from IE communities
- Jobs created (direct, indirect*), jobs in IE communities

*Need consensus around methodology for measuring indirect jobs

Business Development

- ✓ Goal: Facilitate opportunities to grow local businesses, where possible in IE communities, as well as diverse businesses
- ✓ Strategy: Training & Recruitment
 - Provide support to local businesses to participate in the EE economy
 - More aggressively seek out diverse and IE community businesses
- ✓ Current Initiatives:
 - Hired Trade Ally Manager
 - Current state analysis
 - **Trade Ally Incubator**
 - Diverse vendor support network
 - Small Business Program targeted outreach in IE Communities

Business Development (cont.)

✓ Future:

- Based on Incubator and other initiative results, develop long-term strategy

✓ Proposed Metrics:

- # of local businesses supporting portfolio, % spend with local businesses
- # of diverse businesses supporting portfolio, % spend with diverse businesses
- # of IE community businesses supporting portfolio
- # of IE community businesses served by Small Business Program



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Trade Ally Incubator

Trade Ally Incubator Overview

- ✓ Goal: Develop diverse, underserved contractors into Trade Allies accessing ComEd Energy Efficiency programs
- ✓ First Cohort of 20-25 contractors: September 2018 to April 2019
- ✓ Implementation Partner: Elevate Energy



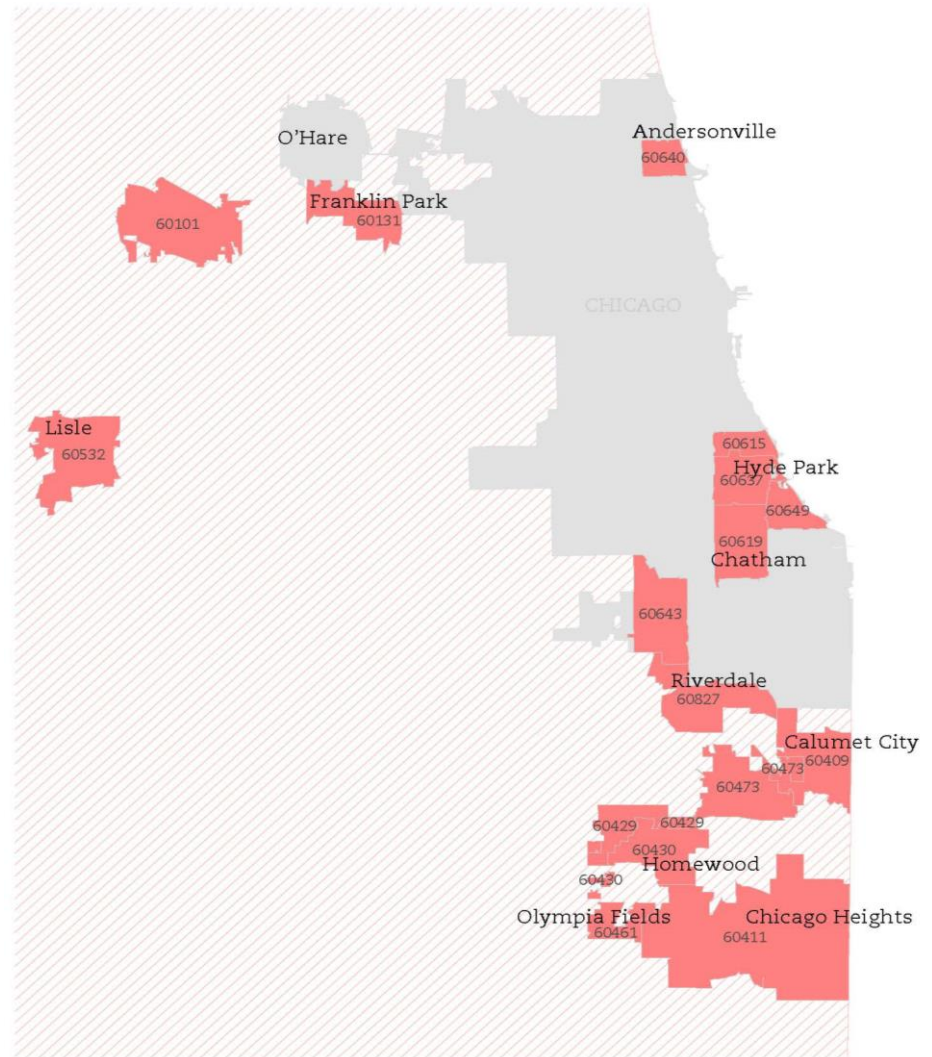
Status of Cohort Development

- ✓ Diversity (to date)
 - 13 MBE eligible firms
 - 2 WBE eligible firms
 - 2 DBE eligible firms
- ✓ Specialty types
 - Electrical
 - HVAC
 - Roofing
 - Weatherization
 - Solar



Status of Cohort Development

- ✓ Franklin Park
- ✓ Andersonville
- ✓ Lisle
- ✓ Hyde Park
- ✓ Chatham
- ✓ Riverdale
- ✓ Calumet city
- ✓ Homewood
- ✓ Chicago Heights
- ✓ Olympia Fields



Cohort Curriculum

- ✓ Jumpstarting Your ComEd Journey
- ✓ Developing a Business Plan
- ✓ Marketing for Construction
- ✓ Staffing and the Back Office
- ✓ Project Management and Work Flow
- ✓ Close Out and Completion of Business Plan



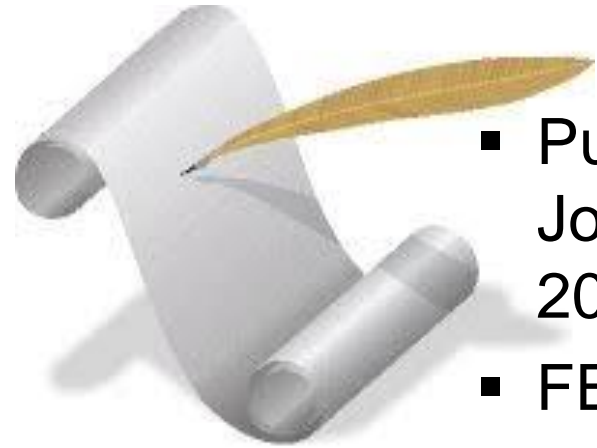


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Future Energy Jobs Act Update

Susan Olavarria
Kathie Restaino

FEJA Legislation



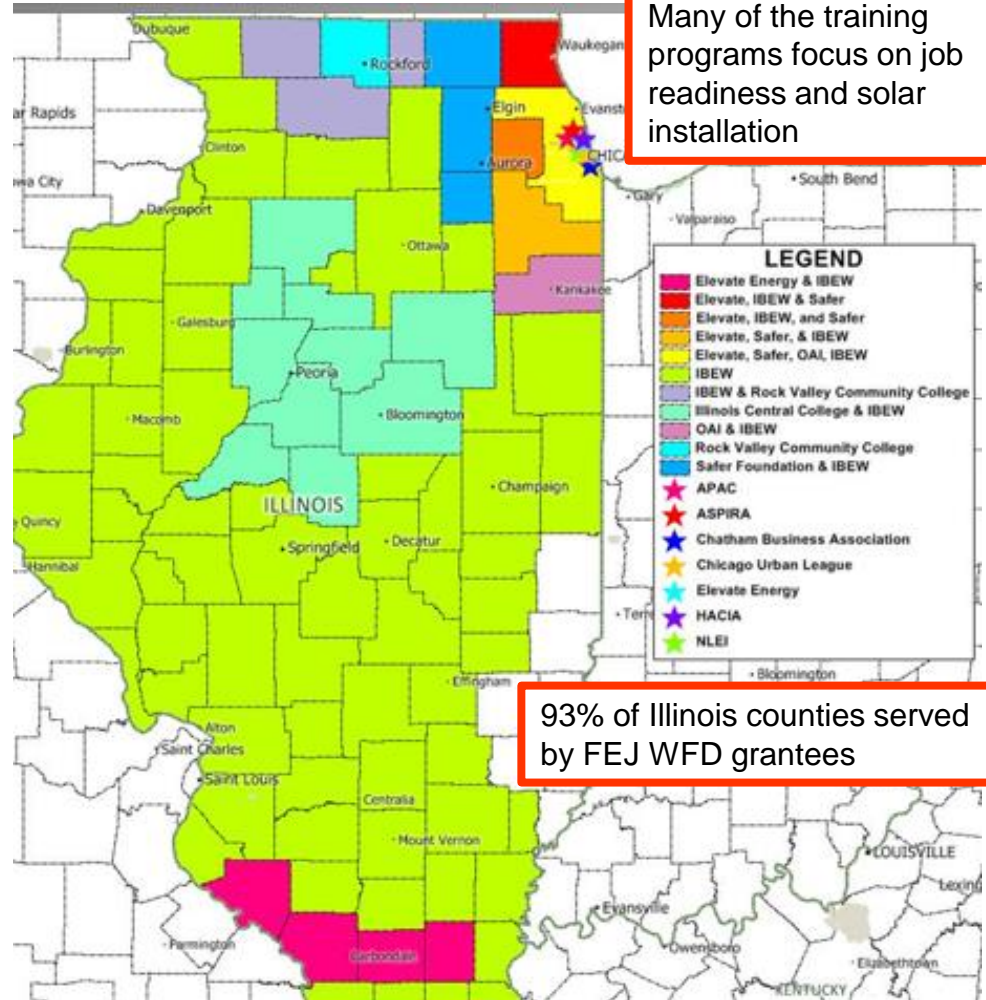
- Public Act 99-0906 (Illinois Future Energy Jobs Act or “FEJA” became effective June 1, 2017
- FEJA’s commitment towards growth in renewable energy and energy efficiency
- Requires electric utility to spend \$10M per year in 2017, 2021 and 2025 to fund three categories of job training programs
- ComEd developed & submitted Workforce Implementation Plan to ICC fulfill its obligations to implement FEJA’s Utility Job Training Program (Section 16-108.12 of the Public Utilities Act).

FEJA Workforce Development - Job Training

BUILDING THE WORKFORCE OF THE FUTURE

Program Background:

- **Filed plan** with ICC on July 31st
- **Plan approved** by ICC on Sept 27th
 - Plan identified grantees for multi-cultural and craft apprenticeship programs;
 - Chicago Community Trust selected to issue RFP and identify grantees for solar pipeline training.
- **Final ICC order** included
 - Annual reporting requirements
 - Stakeholder engagement and collaborative sessions
- Chicago Community Trust selected four grantees for solar pipeline funds
- **Distributed grants** in November / December



FEJA Workforce Development Training Programs

Objective

The Future Energy Jobs Act provides funding for three training programs that will enable Illinois to meet the growing demand for trained renewable energy workers.



Solar Pipeline Training

- Servicing -
 - environmental justice communities
 - economically disadvantaged
 - Returning Citizens
 - Former Foster children.
- Four organizations that will offer installation training programs –
 - Elevate Energy
 - Illinois Central College
 - OAI Inc.
 - Safer Foundation

Multi-Cultural Training

- Administered through a number of diversity-focused nonprofit organizations
- Six organizations offer job and solar installation training
 - Chicago Urban League,
 - National Latino Educations Institute (NLEI),
 - ASPIRA, Inc. of Illinois
 - Hispanic American Construction Industry Association (HACIA)
 - Chatham Business Association Small Business Development, Inc.,
 - Austin Peoples Action Center (APAC).

Craft Apprenticeship Program

- Training provided by the International Brotherhood of Electrical Workers (IBEW) Local 134 Labor Union
- Curriculum focus - providing Department of Labor-approved apprenticeship and hands-on learning and certification programs to eligible individuals.

FEJA Solar Grantee Programs

■ Illinois Central College

- Solar Installer Program – Southern Illinois – 10 counties
- 9 week program, NABCEP Certification focus
- May 18 – twelve graduated – 3 employed, 6 passed NABCEP to date
- August 6 – fifteen students to begin (Tri-city Urban League & Jobs Partnership)



■ Safer Foundation

- Recruits and screens returning citizens for Grantee Programs
- Provides soft skills training
- 25 participants to date for Elevate, OAI and IBEW



■ Elevate

- Contractor Accelerator – business focused webinars
- 2 Solar Installer Programs – individuals in Chicagoland and Southern IL
- 10 students graduated from Southern IL – one placed to date
- 16 in south suburban solar program



ELEVATE ENERGY
Smarter energy use for all

■ OAI

- Renewable Energy and Solar Training currently at South Suburban College focusing on low income, ex-offenders, current and former foster, veterans and women
- Soft skills, OSHA 10, CPR, Fork Lift, Carpentry, Hazmat, Solar (IBEW)
- 16 will graduate on August 3



FEJA Workforce Development Grantees

■ Chicago Urban League –

- Non-profit that works for economic, educational and social progress for African Americans in Chicagoland area
- Solar training – May 11 - 13 graduated, working on placement with solar companies
- NAPCEP Exams taken



■ Hispanic American Construction Industry Associations

- Non-profit focusing on assisting businesses with design, engineering and construction
- Contractor Training Program is a 6-month development training program for construction owners or managers
- Train 28 contractors per year and prepare them for the future energy industry by helping them strengthen their business management skills, construction skills and introduce them to solar photovoltaics.
- Program begins August 14th



■ National Latino Education (NLEI)

- Not-for-profit community service agency evolved from Spanish Coalition for Jobs, Inc. - Chicagoland area
- Solar Associate Program – 20 week program – academic, technical, sales and service, job readiness and customized certification
- Cohort 1 to begin Fall 2018



FEJA Workforce Development Grantees

- **Chatham Business** – promotes political and economic stability in Chatham - assist businesses in growth and development plans for alternative energy projects and procurement opportunities.
 - Cohort 1 – 13 week Alternative Energy Program Curriculum – Sept. 14 launch
 - Cohort 2 – 4 Build capacity for existing businesses, facilitate relationships with out of state companies, identify and secure institutional/large corporate procurement opportunities throughout Illinois



- **ASPIRA** - Youth Development and Youth Leadership program to prepare out of school youths 16 – 24 for post-secondary education and entry level employment
 - Electrical trade, foundation for solar industry installation, sales, marketing and management – 250 hours, 5 certifications
 - Ten students graduated from Antonia Pantoja H.S., most with summer positions



- **Austin Peoples Action Center (APAC)** – Serve at-risk African Americans on west side of Chicago and environmental justice communities. Ages 16 – 24
 - 80 hours of renewable energy, photovoltaics and work readiness training.
 - 20 days, 4 hours per day - Certificate

FEJA Workforce Development Grantees



- **IBEW Local 134** – Labor organization that serves Cook County and all of Illinois
 - Train the Trainer Solar Installation Training held for 17 IBEW locals July 9 – 14
 - Community College Solar Training – Fall 2018
 - High School Solar pre-apprentice program – Fall 2018
 - Pilot Pre-Apprentice for returning citizens and former foster

