

**Income Qualified EE Advisory Committee North:  
Workforce Development Working Group Meeting #1  
Monday, May 20, 2019  
10:00 am – 12:00 pm**

**Teleconference Meeting  
Attendees and Meeting Notes**

**Attendees (by-phone)**

Annette Beitel, Facilitation Team  
Theo Okiro, Facilitation Team  
Celia Johnson, Facilitation Team  
Ashley Palladino, Resource Innovations  
Brady Bedeker, ComEd  
Christina Pagnusat, Peoples Gas & North Shore Gas  
Chris Vaughn, Nicor Gas  
Dan Maksymiw, CEDA  
Dan Westin, Franklin Energy  
Daniel Moring, Slipstream  
James Carlton, People for Community Recovery  
Jordan Berman-Cutler, ComEd  
Marsha Belcher, Community Action Partnership of Lake County  
Melvin Nicks, ComEd  
Michelle Pulce-Flynn, Illinois Association of Community Action Agencies (IACAA)  
Mike King, Nicor Gas  
Samarth Medakkar, MEEA  
Jeanine Otte, Elevate Energy  
Monique Leonard, Ameren Illinois  
Karen Lusson, IL Attorney General's Office  
Omayra Garcia, Peoples Gas & North Shore Gas  
Cheryl Johnson, People for Community Recovery  
Molly Lunn, ComEd

**Meeting Notes**

**Workforce Development + Job Creation Working Group Survey Results (Theo Okiro, Facilitator)**

- No comments or questions.
- The Facilitation Team is interested in additional responses to the Workforce Development survey. Please review the survey and respond by COB next Friday, June 14.

**Discussion Questions (Theo Okiro, Facilitator)**

- 1) Optimizing Utility EE Workforce and Business Development Efforts
  - a. *Utility Workforce Development Programs*

- **Comment from Omy Garcia, PG-NG:** “what are existing utility programs?” is a broad question. We need to clarify the question and pinpoint if we are trying to assess workforce programs that utilities are sponsoring or something else.
  - The facilitators will edit the discussion questions to reflect this comment.
- **Theo Okiro, Facilitator:** The goal is to better understand what utility workforce development programs exist, how can they be optimized, etc. Utilities may be invited to present at some point, also FEJA grantees. It may also be useful for Ameren IL to present on workforce development efforts.
  - Theo will follow-up with utilities.
- **Comment from Chris Vaughn, Nicor Gas:** We are in the early stages of our workforce development program; we have been planning this since later in 2018. We will have an update during the current portfolio cycle. There may be contacts that Working Group participants can connect us with in planning this effort.
  - The facilitators will follow up with Nicor Gas to assess any areas of coordination and assistance the working group can provide regarding this effort.
- **Comment from Dan Maksymiw, CEDA:** It would be useful to hear from implementers as well, the FEJA workforce grantees that have begun running workforce development programs.
  - Qs for facilitator to follow-up on: How many workforce efforts are solar? How many are workforce-related due to building performance? We need to understand the distinction.
- **Comment from Brady Bedeker, ComEd:** We have several initiatives – FEJA training, Building Operator Certification training, Safer Foundation, Faith in Place job fair, Service Provider Incubator pilot project. We presented last July at the IQ North meeting.
  - Follow-up: Brady will check if data is available since they are close to finishing the first year of some of these initiatives. Perhaps someone from ComEd can present the Call for Ideas pilots.
  - Topic to consider at a future Working Group meeting: Discuss metrics on workforce initiatives, that could be used across different initiatives.
  - **Comment from Chris Vaughn:** Suggestion to discuss creating a statewide policy that truly incentivizes progress on workforce development initiatives. There is currently a misalignment on what utilities are supposed to achieve. A discussion on metrics could be valuable.

*b. Challenges to Implementation*

- **Comment from Dan Maksymiw, CEDA:** We need to connect the dots and ensure that jobs being created from contractors are tied back into savings. There is a way to tie this to job creation. Also, a topic idea for the working group is to develop a mechanism for tracking job development. We need to work on specific policy.
  - **Annette Beitel:** There needs to be coordination with IL Solar for All for metrics on any policy efforts. We also need to catalog early lessons from current programs and understand what early lessons are.
- **Current SAG Efforts (Celia Johnson):**
  - There is a job reporting policy being considered in Policy Manual Version 2.0; a broader workforce development metric could be recommended for a future version of the Policy Manual or for the next SAG Portfolio Planning Process.
  - The SAG Non-Energy Impacts Working Group is reviewing both a non-energy impacts study for 2018 IQ programs (Ameren Illinois and ComEd) and the 2018 economic

impacts of EE Plan Portfolios (Ameren Illinois and ComEd). The SAG NEI Working Group has discussed reviewing the geographic impacts of IQ programs as part of the study, but the evaluators determined that is not possible this year. The SAG NEI Working Group will be discussing the possibility of geographic review of impacts later this year, after the first study is completed.

- **Comment from Samarth Medakkar, MEEA:** Is part of the economic impact study looking at the opportunity for jobs?
  - **Celia:** Not currently, but that's a good question to consider in the future.

*c. ComEd Call for Ideas Workforce Pilots*

- **Comment from Jordan Berman-Cutler, ComEd:** Most of these projects are being entered into contracts now. It may be useful for ComEd to provide an overview of the pilots, and in the future coordinate with specific presenters. There are fairly specialized skills with contractors
- **Comment Dan Maksymiw, CEDA:** We are working with Chicago Public Schools on apprenticeship program; I would be happy to share more information at some point. The current challenge they encounter is having contractors with specialized skills responding to RFP.
  - **Facilitators will follow up with Dan about presenting this effort in the future.**
- **Comment from Michelle Pulce-Flynn, IACAA:** There are a few CAAs that work with community colleges or labor force groups to do on-the-job training, internships, to hire for their crews. Some example crew-based initiatives: MCS Community Services; Madison County Community Development. There are 4 crew-based CAAs. IACAA and CAAs work with labor groups to do on-the-job training for students.
  - **Follow-up for future Working Group discussion: Identify what efforts are out there; what is working; what the metrics are; etc. for various workforce initiatives.**
- **Question from Karen Lussion, IL Attorney General's Office:** Do difficulties still exist for diverse candidates getting into trade apprenticeship programs?
- **Annette Beitel:** Is there diversity in the HVAC trades?
  - **Dan Maksymiw, CEDA:** A lot of the home performance contractors are HVAC contractors first. We procure general contractors, so we don't necessarily go for specific trade contractors (such as HVAC or insulation contractors).

*2) Addressing Workforce Needs for IHWAP and Other IQ Programs*

- **Comment from Ashley Palladino, Resource Innovations:** The CEDA team offers training for local staff, and training for contractors to participate. We have spoken a lot with DCEO about the need to offer additional trainings. DCEO is open to this and the utilities have discussed it. The DCEO team is offering the technical training (TCP training at U of I) at least twice per year; they are open to offering it a third time as needed. DCEO and the utilities have agreed on shared funding for this training.
  - **Comment from Michelle Pulce-Flynn, IACAA:** DCEO needs to offer additional trainings. Some CAAs (such as MCS Community Service & Madison County) currently work with labor groups and career-based agencies. There will be a 3<sup>rd</sup> training this year. U of I received a grant to initiate another round of training. All these trainings occur in Champaign.



#### 4. Publicizing the Training Programs / Program Visibility

- **Comment from Dan Maksymiw, CEDA:** We have several strategies to address these issues. CEDA has hired 8 Agency staff throughout the last year. We have a lot of interest in workforce development; we want to be able to serve the communities. We as an agency also need more staff. With that growth we also need contractors to increase their capacity. We have an 'outreach vehicle' to go out and engage communities. We are also looking at what contractor groups exist within communities, to educate them about job availability. There is a lot that can be done to leverage all of the connections people have. Perhaps the utilities could host regional events to make this connection.
- **Comment from Marsha Belcher, Lake County CAP:** We are starting a contractor incubator in Sept. or Oct. Lake County Technical High School offers apprentice and vocational programs. This includes a construction management curriculum. The high school is on the same campus as the community college.
  - **Annette Beitel:** How many of those high schools exist? It would be great to identify this information. The Lake County high school likely has this information. It would also be good to know what community colleges have training available.

#### 5. Coordination with IL Solar for All

- **Comment from Jeanine Otte, Elevate Energy:** I oversee our workforce development programs at Elevate, and coordinate with Solar for All. There are a number of opportunities to coordinate with Solar for All, such as on the developer side. There are a variety of different types of training programs offered through FEJA. There is a need to wrap around services needed to promote Workforce Development. Some factors that can lead to placement include coordination with solar developers and contractors. We need to promote coordination with existing programs.
  - **Annette Beitel:** What are the key factors for success, for placement and retention? Are there challenges in getting enough people to get into training programs?
    - **Jeanine Otte:** Look at what trainings are being offered. There are a number of different types of positions that need to be filled, such as sales and project management. There is opportunity to expand to include additional skills and capacity development. Look at how this varies by region. Look at the hiring policies of developers – does it allow for hiring the groups targeted in FEJA? What are the barriers? Training programs may be addressing to some degree, but is additional support needed? What life challenges exist and how can they be addressed? Stipends, training vouchers, etc. Motivation is high. But the barriers are for those who want to get training. Honing in on the right target and coordination is important.
      - The facilitators will prioritize the topics of community engagement, placement retention + IQ Communities' life challenges to address this topic area.
  - **Comment from Karen Luson, IL Attorney General's Office:** Has there been an effort to coordinate with DCEO, which has grants for wraparound funding?
    - **Jeanine:** That's a good question; we are trying to better understand what already exists out there in the trades. Community engagement is needed to understand what is needed to get in the trades for specific demographics (women, returning citizens etc).

- **Dan, CEDA:** The type of training offered in northern IL (working on this) will depend on whether it is for CAA weatherization or for other efforts.
- **Michelle, IACAA:** All of the CAAs are required partners of the workforce development local boards; if we can build that connection with utility programs there is opportunity for funds.
- **Karen Lusson:** The IHWAP braiding agreement includes contributing to training funding.
  - **Michelle, IACAA:** This funding goes directly to DCEO for existing TCP training.
    - Q for DCEO- how do they plan to spend the utility dollars?
      - Facilitators will coordinate with DCEO to address follow-up questions and perhaps present at a future meeting.

#### 6. Collective Job Board/Website

- **Omy Garcia, PG-NG:** Is the Ameren IL job board for only utilities or others as well? Peoples Gas & North Shore Gas will review the website.
  - **Theo Okiro:** The job board is not only for utility jobs; it is for other types of EE jobs as well.
- **Brady Bedeker (ComEd) and Chris Vaughn (Nicor Gas)** will review and will circle back on if ComEd and Nicor Gas can participate in the job board.
  - Follow-up: Facilitators to invite Ameren IL to share information about the job board at a future Working Group meeting.

#### Key Next Steps:

1. **Introductory Survey:** To accurately finalize the working group structure and process, the facilitator will re-send the Working Group survey; the facilitation team would like to see additional responses to the survey by COB next Friday, June 14.
2. **Working Group Plan:** Facilitation Team will review working group deliverables and goals to develop a draft Working Group Plan for discussion during meeting #2. The plan will incorporate planned work plus feedback from the survey and meeting #1.
3. **Working Group Discussion Questions:** Facilitation Team will edit the working group discussion questions to reflect feedback from meeting #1.
4. **Next Meeting:** The date for the next meeting will be announced soon.