2023 IQ-S Subcommittee: Returning Citizens

# Subcommittee Overview and Objectives

The “Returning Citizens” Subcommittee has one overarching objective, which is to develop strategies and tactics to further support successful training, hiring and retention of “Returning Citizens” in the EE, solar and related efforts workforce. For the purposes of this Subcommittee, “Returning Citizens” may also include developing:

* Strategies and tactics to help prepare those who are “in the system” to join the Clean Energy Workforce for when they are released.
* Strategies and tactics for those citizens who are eligible for diversion programs from the system.

This subcommittee is expected to be a multi-year effort.

For 2023, the core focus will be to develop documents to address the following issues:

* + - Job seeker Support
    - Employer Support, both in hiring and retention
    - Employee Retention

Other objectives for 2023 are to:

* Gather, summarize, and organize documents and “learned knowledge” relating to preparing Returning Citizens for the Clean Energy Workforce.
* Educating Subcommittee members on topics related to engaging Returning Citizens in the Clean Energy Workforce.

# Background Research

Background research (initial):

* Work with Solutions for Energy Efficient Logistics (SEEL) to identify and summarize the extensive library of programs/best practices that have been collected, which includes information from the following jurisdictions
  + New Orleans, Louisiana, Michigan, Detroit, Milwaukee, Baltimore
* Interview SEEL staff to collect and summarize information on:
  + Returning Citizen Perspective – their hopes, wants and needs, perceived challenges and support needed
  + Employer Perspective (those who have hired Returning Citizens) – Employer perspective on issues with hiring Returning Citizens, barriers, retention, challenges, and opportunities
* Interview current and recent job seekers
* Review Smart Energy Design Assistance Center (SEDAC) information on Workforce Development and Returning Citizens

Time Permitting, and as valuable (ongoing):

* CEJA Provisions on Returning Citizens
* IL Programs: Current and recent IL programs that have trained and/or placed “Returning Citizens” for jobs in the Clean Energy Workforce, including description.
* Literature Review: Information available in literature on engaging/training Returning Citizens in the Clean Energy Workforce.
* Department of Corrections: Interview with IL Department of Corrections (Springfield) to identify programs that exist to train returning citizens for Clean Energy Workforce jobs.
* State’s Attorney Interview: Interview at least one (1) State’s Attorney or member of State’s Attorney’s office (initial target: Julia Resis, Champaign County) to collect input on diversion program for citizens who are charged rather than incarceration and other matters related to engaging returning citizens in Clean Energy workforce.
* DCEO: Workforce Innovation and Opportunity Act (WIOA) Interview on Programs funded through WIOA for Returning Citizens .
* Other Jurisdictions: Research on at least three (3) programs in other jurisdictions that have trained and/or placed “Returning Citizens” and/or citizens “in the system,” which may include:
* Safer Foundation (National)
* Knight Green Jobs Training Center – [Training Center | ECA (ecasavesenergy.org)](https://www.ecasavesenergy.org/training-center)
* DOE Blueprint 6: Workforce Development
* San Quentin Training and Rehabilitation Center

Other Resources

* [3 Things Returning Citizens Want You to Know About Their Experience (forbes.com)](https://www.forbes.com/sites/richardfowler/2022/06/30/3-things-returning-citizens-want-you-to-know-about-their-experience/?sh=429ca417d65b)
* [Home – Education Justice Project](https://educationjustice.net/) – Rebecca Ginsberg
* [PY21-MARCH-2021-MDI-Research-Booklet-FINAL-Rev04.pdf (amerenillinoissavings.com)](https://www.amerenillinoissavings.com/wp-content/uploads/2021/09/PY21-MARCH-2021-MDI-Research-Booklet-FINAL-Rev04.pdf)

# Subcommittee Deliverables/Outcomes

Deliverables will include:

* + - Background Research Summary: Summary of background documents and “learned knowledge,” plus organized documents on Subcommittee SharePoint Site
    - Tool for Job Seekers: Written summary of skills, knowledge, support available for Returning Citizen job seekers and employees
      * Including implicit assumptions Returning Citizens may posses
    - “Business Case” for Hiring Returning Citizens
    - Tool for Employers: Written summary of employer behaviors, appropriate management practices, support for employers who are seeking to hire or have hired Returning Citizens, including:
      * Possible implicit biases + assumptions employers may have

# Subcommittee Members

Tisha Burnside – Resource Innovations

Note: Seeking to have at least three “Returning Citizens” join committee; seek approval for participation stipend.

# Subcommittee Co-Chair(s)

Scott Alan Davis – Solutions for Energy Efficient Logistics (SEEL)

Nikia Perry – Solutions for Energy Efficient Logistics (SEEL)

# Facilitation Team

1. Deondre Rutues – Facilitation, Research, Outreach
2. Annette Beitel – Sr. Facilitator
3. Nelson May – Project Support, Research and Communications

# Potential Obstacles

The main obstacles expected are:

1. Limited experience nationwide with training, hiring and retaining those who are “Returning Citizens” and those are “in the system” for Clean Energy Workforce jobs.
2. Lack of longitudinal data (data over time) to effectively measure success.

# Schedule

1. Meeting #1: Monday, October 30th, 1:00 – 3:00pm
2. Meeting #2: Monday, November 13th, 1:00 – 3:00pm
3. Meeting #3: Monday, December 18th, 1:00 – 3:00pm
4. Report-out in December 2023

# List of Key Questions/Issues to Research & Discuss

Key questions will focus on understanding:

1. What constitutes appropriate job skills training, including “soft skills”
2. How to retain and ensure success of Returning Citizens
3. How to support employers who hire Returning Citizens

# Subcommittee Member Affirmation of Work Plan

*[List of Subcommittee members affirmed; date(s) of affirmation.]*