

Equity and Workforce Development Resources

October 1, 2020 SAG Meeting, Joint with IQ North and IQ South EE Advisory Committees

Overview: This document includes a variety of resources related to equity, diversity and workforce development, including recent meetings of the Illinois EE Stakeholder Advisory Group (SAG), Income Qualified North EE Advisory Committee (IQ North), and Income Qualified South EE Advisory Committee (IQ South); excerpts from annual utility supplier diversity reports to the Illinois Commerce Commission; and additional information.

Recent SAG Meetings

SAG website: www.ILSAG.info

- *Note: Only meeting information covering workforce development or equity/diversity topics are excerpted.*

June 2020: [June 3 Meeting Page](#)

- Energy Efficiency Idea proposed to Illinois utilities for consideration in the 2022-2025 EE Plans: [National Consumer Law Center, Natural Resources Defense Council, and Blacks in Green Presentation: Equity Hiring](#)

May 2019: [May 14 Meeting Page](#)

- [Addressing Equity, Diversity and Inclusion in EE Industry](#) (Carla Walker-Miller, Walker-Miller Energy Services)
- [MEEA Diversity and Inclusion Initiative](#) (Stacey Paradis, Midwest Energy Efficiency Alliance)
- [Ameren Illinois Market Development Initiative – Workforce Development](#) (Kristol Simms and Angie Ostazewski, Ameren Illinois; Ed Horton, Sangamon County Department of Community Resources)
- [ComEd Vendor & Service Provider Diversity Initiatives](#) (Brady Bedeker and K.C. Doyle, ComEd)

September 2018: [Sept. 18 Meeting Page](#)

- [“Industry Spotlight”: Equity in Energy Efficiency \(Jim Jerozal, Nicor Gas; Kristol Simms, Ameren Illinois; and Lauren Casentini, Resource Innovations\)](#)
- Background materials: [ACEEE Paper: Leveraging Community Engagement for Maximum Energy Efficiency Impact \(Kristol Simms, Ameren Illinois; Lauren Casentini, Resource Innovations\)](#)
 - [Attendee List and Meeting Notes \(9/25/18\)](#): see pages 4-6 on equity in EE considerations shared by SAG participants during the meeting.

Recent IQ North EE Advisory Committee Meetings

IQ North Committee website: <https://iqadvisorycommittee.com/>

- *Note: Only meeting information covering workforce development or equity/diversity topics are excerpted.*

2019 IQ North Meetings

- **October 2019:**
 - [Agenda](#)
 - [Chicago Jobs Council Presentation: Establishing Metrics for Tracking EE Job Creation and Diversity in IQ Communities](#)

- [Attendee List and Meeting Notes](#)

2018 IQ North Meetings

- **July 2018:**
 - [Agenda](#)
 - [Overview of Workforce Development Initiatives \(ComEd\)](#)
 - [Peoples Gas & North Shore Gas Quarterly Update + Workforce Development](#)
 - [Attendee List and Meeting Notes](#)
- **2019 IQ North Workforce Development Working Group**
 - **May 2019:**
 - [Agenda](#)
 - [Presentation: Results of Workforce Development Working Group Introductory Survey](#)
 - [Working Group Discussion Questions](#)
 - [Meeting Notes](#)
 - **September 2019:**
 - [Agenda](#)
 - [Chicago Jobs Council Presentation: Current Metrics and Tracking of Workforce Development Efforts in Illinois](#)
 - [Elevate Energy Presentation: Supporting Job Development in Economically Disadvantaged Communities](#)
 - [Meeting Notes](#)
- **October 2018:**
 - [Agenda](#)
 - [Overview of Workforce Development Programs and Best Practices \(Facilitation Team\)](#)
 - [Grid Alternatives Presentation - Solar Training Initiatives](#)
 - [Elevate Energy Presentation - Solar Training Program Overview](#)
 - [Emerald Cities Presentation - Economic Inclusion Standards & Programs Build Contractor Capacity & Opportunity](#)
 - [Rising Sun Presentation - GETS Pre Apprenticeship Readiness Job Training Program](#)
 - [Attendee List and Meeting Notes](#)

Recent IQ South EE Advisory Committee Meetings

IQ South Committee website: <https://iqsouthadvisorycommittee.com/>

- *Note: Only meeting information covering workforce development or equity/diversity topics are excerpted.*

Research Reports (2019, Future Energy Enterprises):

- [Workforce Development Research Memo: Summary of IQ Committee Feedback and Best Practice Findings \(Future Energy Enterprises, Dec. 2019\)](#)
- [Supplier Diversity Research Memo: Summary of IQ Committee Feedback and Efforts in Illinois Energy Efficiency \(Future Energy Enterprises, Dec. 2019\)](#)

2019 IQ South Meetings:

- [December 2019 IQ South Meeting Page](#)
 - [Agenda](#)
 - [SEDAC Presentation: Best Practices Research in Workforce Development](#)
 - [Facilitation Team Presentation: Overview of IQ South 2019 Workforce Development Memo](#)

- [Attendee List and Meeting Notes](#)
- [October 2019 IQ South Meeting Page](#)
 - [Agenda](#)
 - [Panel Discussion Questions](#) – Diversifying the EE Supply Chain and Workforce
 - [Attendee List and Meeting Notes](#)
- [July 2019 IQ South Meeting Page](#)
 - [Agenda](#)
 - [FEJA Grantees: Panel Discussion Questions](#) (Solar Job Training Grantees)
 - [Ameren IL Presentation: Market Development Initiative Database](#)
 - [Attendee List and Meeting Notes](#)
- [May 2019 IQ South Meeting Page](#)
 - [Agenda](#)
 - [Presentation: Sangamon County Workforce Development Initiatives](#)
 - [Attendee List and Meeting Notes](#)
- [February 2019 Meeting Page](#)
 - [Agenda](#)
 - [Presentation: Ameren Illinois Workforce Development Efforts](#)
 - [Attendee List and Meeting Notes](#)

Research Reports (2017, Future Energy Enterprises)

- [Workforce/Supplier Diversity Best Practices: An Illinois Review to the IL EE Stakeholder Advisory Group \(Future Energy Enterprises, May 2017\)](#)

Annual Utility Supplier Diversity Reports to Illinois Commerce Commission (ICC)

- [Annual Utility Supplier Diversity Reports ICC Website](#)
- *Statutory Background:*
 - Section 5-117 of the Public Utilities Act [220 ILCS 5/5-117](#), as amended by Public Act 99-0906, “require[s] all gas, electric, and water companies with at least 100,000 customers under its authority, as well as suppliers of wind energy, solar energy, hydroelectricity, nuclear energy, and any other supplier of energy within this State, to submit an annual report by April 15, 2015 and every April 15 thereafter, in a searchable Adobe PDF format, on all procurement goals and actual spending for female-owned, minority-owned, veteran-owned, and small business enterprises in the previous calendar year,” and the utilities’ plan for implementing and realizing their goals for the following year. Section 5-117 also requires the ICC and participating entities to hold an [Annual Policy Session](#) that is open to the public on the subject of supplier diversity. The policy session follows the submission of the Supplier Diversity Reports each year.
- 2019 Illinois Utility Supplier Diversity Reports, filed with ICC in spring 2020 (also posted on the [Reports page](#) of the SAG website):
 - [Ameren Illinois 2019 Supplier Diversity Report](#)
 - [ComEd 2019 Supplier Diversity Report](#)
 - [Nicor Gas 2019 Supplier Diversity Report](#)
 - [Peoples Gas & North Shore Gas 2019 Supplier Diversity Report](#)

Excerpts from Ameren Illinois 2019 Supplier Diversity Report

2019 Ameren Illinois Business Diversity at a Glance:

Economic Impact

\$362,252,927 Total Diverse Spend



- **WBE Spend:** \$153.7 Million
 - **MBE Spend:** \$166.1 Million
 - **VBE Spend:** \$42.4 Million
- 67% increase in total diverse spend since 2017
 - \$776M in value-added economic activity in Illinois triggered as a result of diverse spend
 - Of that, \$228.2M was household earnings



State of Illinois

- 405 diverse businesses in Illinois
- \$156M in spend with businesses located in Illinois
- 52 new supplier relationships
- 3,930 jobs supported

Supplier Education and Development



- \$5K scholarship awarded for the Minority Business Executive Program at Dartmouth College
- 15 Dartmouth scholarships awarded since 2019
 - 11 MBEs
 - 4 WBEs
- \$83.8M spent with 15 Dartmouth suppliers located in Illinois

Diverse Performance in Key Categories

Investment Banking \$183.8K*	Information Technology \$24.8M	Engineering & Architectural Services \$9.6M	Environmental \$2.3M	Legal \$1.6M	HR \$16.9K	Professional Services \$10.5M
Energy Delivery Maintenance & Construction Services \$100.6M	Gas Construction \$61.3M	Facilities Maintenance & Construction Services \$13.9M	Pole Line Hardware \$17.3M	Meter Services \$9.5M		

*Fees from \$300 million in bond offerings co-managed by four diverse investment banking companies
(See Diverse Expenditures by Category and Classification, Appendix A.)

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Ameren Corporation with All Suppliers					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL*
Overall	\$2,534,532			25.8%	20.0%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$214,227	\$62,989	\$277,216	10.9%	—
WBE	\$211,703	\$98,531	\$310,234	12.2%	—
VBE	\$37,060	\$28,470	\$65,530	2.6%	—
Total M/W/VBE	\$462,990	\$189,990	\$652,980	25.8%	20.0%
SBE	\$325,934	—	\$325,934	12.9%	—
Total All Categories	\$788,924	\$189,990	\$978,914	38.6%	—

*Note: Actual and Goal percentages reflected do not include small businesses.

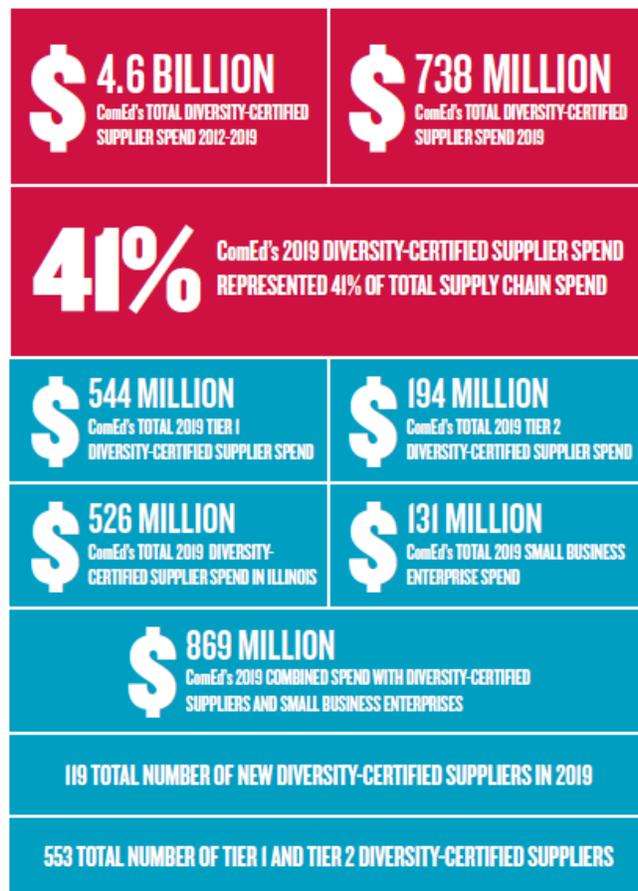
Energy Efficiency Plan: 2019 marked the second year of the Ameren Illinois energy efficiency plan pursuant to the Future Energy Jobs Act. Ameren Illinois completed the year with \$9.5 million in spend with diverse business enterprises. In addition, continued workforce training and development contributed to Ameren Illinois exceeding a \$7 million goal for additional spend for residential and business energy efficiency program participation through diverse contractors operating as program allies. Smart Savers, a key residential initiative, resulted in delivery of nearly 6,000 smart thermostats across 12 economically challenged communities throughout Central and Southern Illinois, which generated \$850,000 in economic growth in these areas with local and diverse HVAC contractors.

Excerpts from ComEd 2019 Supplier Diversity Report

In accordance with the Proposed Guidelines and Uniform Template for the Section 5-117 Report, this section highlights key metrics and results of the 2019 ComEd Diverse Business Empowerment Program.

The graphic [below] illustrates what ComEd's commitment to diversity-certified suppliers means to the Illinois economy and to the economic vitality of the communities in which we operate. This report demonstrates how the economic activity we generate benefits our employees, companies, cities, and towns throughout the state. Our continued commitment to diversity-certified supplier inclusion contributed to another year of positive growth in the company and in our communities.

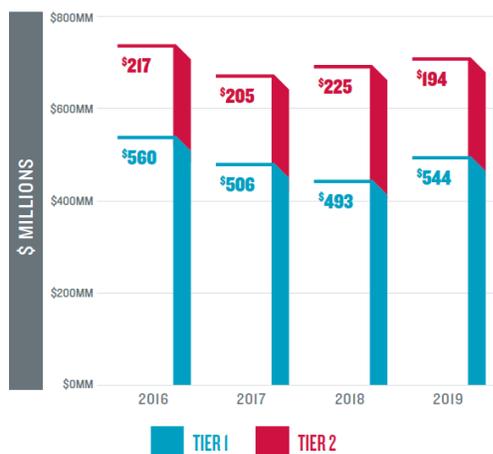
ComEd DIVERSE SUPPLY CHAIN 2019 DASHBOARD



Energy Efficiency: In 2019, ComEd set a goal of 39% of total supply chain spend with diversity-certified suppliers and a category-specific goal in Energy Efficiency of a 10% increase in annual expenditures with diversity-certified suppliers. It was the most challenging spend goal in the company’s history and ComEd exceeded it by spending 41% of total supply chain and realizing an 18% increase in Energy Efficiency with diversity-certified suppliers. Diversity-certified supplier spend totaled \$738 million, or 41 percent of our total procurement base of \$1.79 billion in 2019.

The chart [below] reflects ComEd’s spend over the past four years— segmented by Tier 1 prime suppliers and Tier 2 subcontractors.

ComEd TIER 1 AND TIER 2 DIVERSITY-CERTIFIED SUPPLIER SPEND



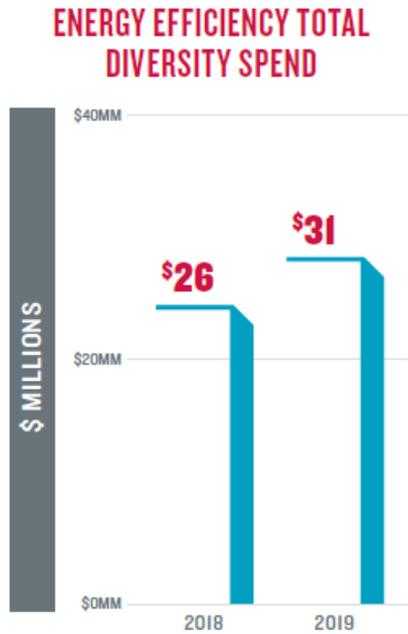
ComEd prioritizes and partners with Illinois-based diversity-certified businesses. ComEd recognizes that growing local and diverse businesses contributes greatly to Illinois’ economic growth. In 2019, ComEd spent \$526 million with Illinois-based diversity-certified suppliers, which represented more than 71 percent of total spend with diverse suppliers. Approximately 74 percent (or \$404 million) of ComEd’s Tier 1 spend in 2019 was with Illinois-based diversity-certified suppliers.

The ComEd Energy Efficiency Program consists of Future Energy Jobs Act (FEJA)-commissioned customer offerings designed to reduce energy use in the Residential, Small Business, Commercial, Industrial, Public Sector, and Income Eligible markets. Through education, marketing, and outreach services, implemented in part by contracted suppliers, customers are informed of program offerings to help drive energy savings and lower their energy bills. Energy efficiency offerings include instant discounts, rebates, home and facility assessments, technical services, whole-building solutions, and more.

In 2019, to deepen its commitment and focus on diversity-certified supplier inclusion, ComEd Energy Efficiency established a specific category goal to spend \$28.6 million in annual expenditures with diversity-certified suppliers which is a 10% increase from 2018. This is the first time in ComEd’s history this new, targeted, category-specific approach has been developed and communicated to internal and external stakeholders. With an increased focus on this goal, ComEd Energy Efficiency spent \$31.09 million with diversity-certified suppliers which

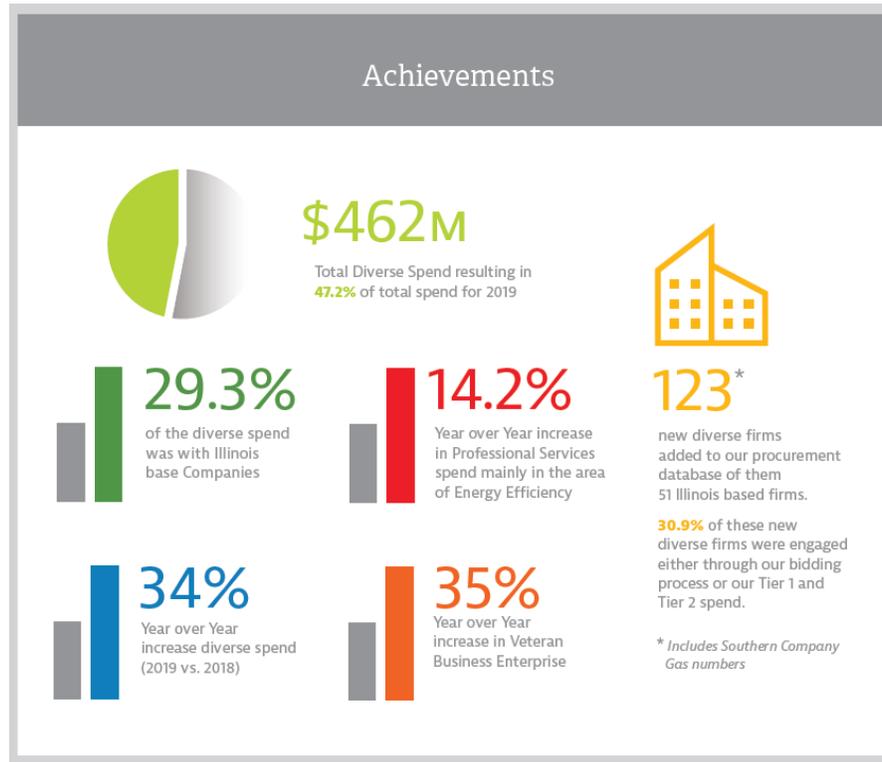
exceeded the goal by an additional 9%. This spend alone represents a year-over-year increase of 18%. In addition, ComEd Energy Efficiency identified and awarded contracts to two new Tier 1 diversity-certified suppliers for 2020 programs.

In 2020, ComEd Energy Efficiency is continuing to focus on growing diversity-certified suppliers as well as continuing to prioritize workforce development to grow jobs and provide a conduit for local communication and services within our communities. Through a successful 2019 pilot, ComEd Energy Efficiency launched an Energy Efficiency Diverse Incubator Program on February 4, 2020. This program is designed to educate and train diverse contractors.



Excerpts from Nicor Gas 2019 Supplier Diversity Report

In 2019, we achieved nearly \$462 million in minority-, woman- and veteran-owned spend, which represents 47% of the Company's sourceable spend. This is an approximate 34% increase over 2018. We believe the accomplishments achieved in 2019 is a direct reflection of our commitment to supplier diversity as a corporate value.



Professional Services Spend by Classification and Category:

- Over the past few years, we recognized that our engagement with diverse businesses in the professional services category was an area where we have experienced some challenges. In 2019, we were very intentional in our efforts to engage with diverse businesses in this category and focused on identifying potential opportunities particularly in legal services.
- Our overall spend with IL-based MWVBEs was 29.3%. Additionally, we had a 14.2% year-over-year increase in MWVBE spend for Professional Services, with a 22% increase in Professional Services spend with MBEs from the prior year.

Energy Efficiency Consumer Energy Programs (in \$ thousands):

- MBE = \$761
- WBE = \$14,271
- VBE = \$0
- Total = \$15,648

The Nicor Gas Energy Efficiency Program actively engages diverse businesses in program design, implementation and support activities, and identifies opportunities to assist and leverage the Company's Supplier Diversity resources to enhance utilization and success of diverse businesses.

Diverse spend, as a percentage of total eligible spend within the Nicor Gas Energy Efficiency Program, continues to grow thanks to the number of relationships we have with diverse vendors.

In 2019, the total eligible spend paid to product and service providers was \$26.6 million, of which \$16.4 million was spent with Direct and Tier 2 diverse suppliers.

Excerpts from Peoples Gas & North Shore Gas 2019 Supplier Diversity Report

The Peoples Gas and North Shore Gas Supplier Diversity program continued to expand opportunities for diverse businesses in 2019. Overall spending on diverse suppliers represented nearly 24% of total procurement, the highest percentage of overall spending in the history of the program.



2019 RESULTS

- \$142.2 million spent with diverse suppliers, representing 23.71% of our total procurement spend – a record high spend and percentage
- \$37.2 million spent on professional services with diverse suppliers, an increase of 9.3% over 2018 – a record-high spend
- \$58.7 million spent with Tier I diverse suppliers, an increase of about 3.5 percent over 2018
- \$100.2 million spent with diverse suppliers based in Illinois, representing 70.5% of our total diverse spend
- \$46.8 million spent with WBEs, representing 33% of our total diverse spend
- \$94.1 million spent with MBEs, representing 66.2% of our total diverse spend

Energy Efficiency: The Peoples Gas and North Shore Gas Energy Efficiency programs provide residential and business customers with free and discounted products, energy assessments and incentives to encourage the adoption of energy efficiency improvements in homes and buildings. Customers can reduce their energy use, save money on energy costs, and make their environments more comfortable by taking advantage of energy efficiency incentives. The companies have continued to look into Tier II opportunities with diverse suppliers providing program marketing services or acting as trade ally partners performing in-house field services and energy audits.

Additional Information

Illinois Utilities Business Diversity Council (IUBDC)

- [IUBDC Website](#): The Illinois Utilities Business Diversity Council is a forum for best practice sharing and information exchange among Illinois' utilities with a focus on advancing the growth and utilization of diverse businesses in the state of Illinois.
 - FAQ: <https://iubdc.com/faq/>
 - Training Resource Library: <https://iubdc.com/training-resource-library/>

Midwest Energy Efficiency Alliance

- 2018 Whitepaper: [Winning Contracts and Developing Skills – Supplier Diversity and Workforce Development in the Midwest Energy Efficiency Industry](#)
- [2019 MEEA Conference Workshop Handout](#): How to Create an Industry that Reflects and Serves Diverse Communities