

**Job Development in Economically Challenged Communities** 

## Planning Success for the Longhaul

Presented June 6, 2017 Pastor Vance – Faith in Place



#### **Initial Ramp-up Plan**

with robust Training Program goals to start (prime) the Workforce Pipeline. Modeling several training program possibilities for consideration. Emphasize 50% Hiring People of Color and Women for Job Workforce Training and Targeting 2,000 Returning Citizens (Safer Foundation) and Foster Care Alumni (DCFS and Chicago Coalition for the Homeless) for training and hiring



#### **Provide Continue Education and Supportive Services**

to provide a sustained flow and advance training for Trainees. Collaborating with groups like IBEW (Sharing their resources to support this effort) and other training groups for Career Path support. Looking at Internships and Work Experience opportunities to support such an initiative.



Solid and secure understanding and Commitment from Solar, Wind and EE Companies to enter in Community Benefits Agreements or Memorandums of Understanding for Hiring Goals and Diversity Commitments for training and hiring.

Commitment beyond Statutes and Requirements. Link Companies with Workforce training and internship, work experience, and supervision.



# Coordinating with existing programs and institutions for additional support and resources.

Partnering with Dawson Tech, Dunbar, Daley, High School Programs and Adult Evening Education programs, ComEd and Exelon (Research and Development Research Resources) with Career Path Employment as the ultimate goal. (Long Haul Planning – 2 to 4 year process) Statewide Engagement. Possible Mobile Training Initiatives.



# Managing current allotted resources and Seeking to find additional resources.

Evaluation with Capacity expansion and building goals. Starting small, learning from projects, expanding workforce, providing opportunities.



# Safer Foundation, Department of Child and Family Services, and Coalition for the Homeless.

Addressing Legislative goal for hiring of 2,000 Returning Citizens and Foster Care Alumni



#### **Some Training Partners and Partnerships:**

DC Solar (Mark Davis) Grant Based expansion of Community Solar in Economically Challenged Communities

Grid Alternative (Ingrid and Erica) A Economic Environmental Justice based model of serving and training in Economical Challenged Communities.

Elevate Energy (Vito & Delmar) Incubator Contractor Mentoring providing training, access and new opportunities for new worker investors.

Trajectory Solar (Carson) A new vision for solar that seeks to help communities enter and access the market



# Increasing EE Workforce and Supplier Diversity

Presented June 6, 2017 Kelly Shelton – Shelton Solutions, Inc.



#### Overview

**Business Rationale** 

Jobs and Disparity Study

Illinois Initiatives

**Best Practice Research** 

Recommendations



#### The Business Rationale

Fairness

• Improved Service and Performance

Community Development

• Utility of the Future



#### **EE Jobs Overview**

• \$1.19 billion invested

• IL Sag Successes Fact Sheet – 15,000 contractor partners

Clean Jobs Illinois Survey – over 100,000 jobs

• US DOE – EE workforce less diverse



## 2015 CMS Disparity Study

Possible disparities in access to State prime contracting and associated subcontracting opportunities (2010/2011) on the basis of race and gender.

The study found extensive evidence that discrimination on the basis of race and gender continues to operate in Illinois' markets and that disparities exist between the availability of MBEs/WBEs and their utilization on state contracts and associated subcontracts, as well as throughout the wider state economy.

## The Numbers Speak for Themselves

IL | 38% Minority

IL | <10% Reported EE Spend With Diverse Businesses



#### Illinois Initiatives

- Illinois Utilities Business Diversity Council
  - Member Utility Companies
  - Goal: advancing growth & utilization of diverse businesses
  - Think Tank
  - Professional Services Summit
  - Empowering Businesses for Success Workshop



#### Illinois Initiatives

- Illinois Utility Supplier Diversity Reports
  - Report Total Diversity Spend
  - Share Approaches to Diversity
  - Discuss Challenges
  - Reveal Future Plans
  - Useful Tool for Reporting and Tracking



#### Best Practice Research

• Diversity gives a competitive advantage

Diversity drives innovation

Diversity builds the community

Diversity improves brand



#### Best Practice Research

- Successful programs partner with non-profits
- Successful programs set clear objectives
- Successful programs include education and training
- Successful programs incorporate diverse businesses in planning
- Successful programs consider limitations



#### Recommendations

- Clear Reporting
- Diversity Reflecting Service Territory
- Illinois Utilities... Illinois Businesses
- Statewide Database Of Diverse Businesses
- Vendor Fair Outcomes



### Recap & Wrap-Up

Diversity is a good business decision

Diversity should be incorporated into the Energy Efficiency programs

 Diversity should be measured and tracked to reflect the diversity of Illinois

We are not there yet, but we can be... if we are intentional!

