

# Illinois Solar for All

Job Training Requirements Feedback Session  
Friday, February 1, 2019

Comments due no later than Friday, Feb 8, 2019 at 12:00 PM CDT  
Send comments to [comments@illinoissfa.com](mailto:comments@illinoissfa.com)

December 12, 2018



**ELEVATE ENERGY**  
Smarter energy use for all

**AECOM**



**Shelton Solutions Inc.**

# Agenda

- **Solar for All Program Overview**
- **Job Training Requirements**
- **Eligible Trainees and Programs**
- **Planning and Resources**
- **Data Collection Requirements**
- **Validation and Remediation**
- **Post-Installation Data Collection**
- **Next Steps**



# Program Overview

# Illinois Solar for All Incentives & Benefits

- » Solar incentives targeted to low-income and environmental justice communities
- » Higher value incentives than general market solar program to allow greater benefits to be passed on to qualified participants
- » Job training requirements accelerate workforce development
- » Grassroots Education funding to help build awareness in hard-to-reach communities

# Serving Participants in Low-Income & Environmental Justice Communities

- » Residential property owners and renters, with an income of 80% or less Area Median Income (AMI)
- » Nonprofit and Public facilities serving low-income and environmental justice communities
- » Targeting 25% of incentives to serve Environmental Justice Communities

# Participant Benefits

- » Requirements for a minimum of 50% of PV system value passed on to qualifying participants
- » Requirements for no upfront costs
- » Comprehensive vendor participation requirements
- » Ongoing installation management and inspections

# Program Incentive Categories



## Distributed Generation

- » \$7.5 million per year
- » 50% savings on electricity\*
- » No upfront cost to participants



## Nonprofit/Public Facility

- » \$5 million per year
- » Nonprofit or Public Sector facilities
- » Connected to or within low-income/EJ communities
- » 50% savings on electricity\*
- » No upfront cost to participants



## Community Solar

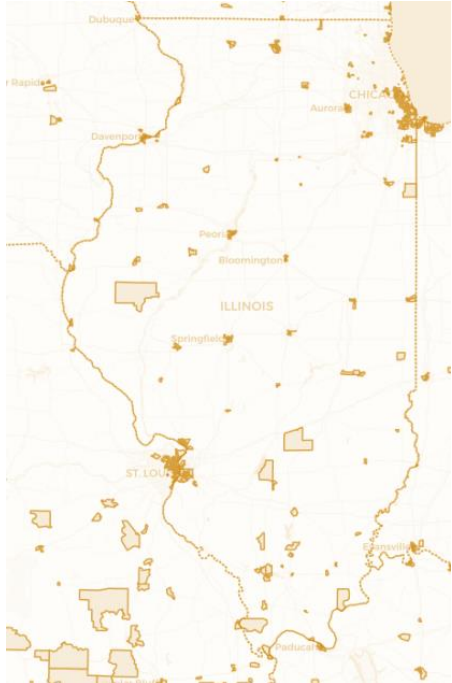
- » \$12.5 million per year
- » Installed in low-income or EJ communities
- » And/or subscribed to by customers in low-income/ EJ communities
- » 50% savings on electricity\*
- » No upfront cost to customer



## Community Solar Pilots

- » \$5 million per year
- » Funding low-income community solar pilot projects
- » Competitive Procurement

*\*Savings is calculated by dividing total customer expenses for PV system by total system value passed to customers (typically cost ÷ bill credits).*



# Program Funding Sources

- » Renewable Energy Resources Fund (RERF)
  - Held by the state of Illinois
  - Originally funded from Alternative Retail Energy Suppliers (ARES) through Alternative Compliance Payments (ACP)
    - \$20 million per year
- » Utility held Renewable Portfolio Standard (RPS) funds
  - Ratepayer funded
    - \$10 million or 5% of RPS funds per plan year, whichever is greater



# Resources

## » Long Term Renewable Resources Procurement Plan

- Requirements for ILSFA as established by the Future Energy Jobs Act (FEJA) and the IPA
- Overview of ILSFA and key program components, such as Approved Vendors
- Will be updated in 2019 for 2020 implementation

## » IL Solar for All website – [www.illinoisifa.com](http://www.illinoisifa.com)

- Will become more robust as program launch nears
- Maintaining a clearinghouse of information for Approved Vendors and other job training stakeholders

# Job Training Requirements



# Legislative Requirements

1. *Include job training opportunities if available*
2. *Endeavor to coordinate with FEJA funded job training programs*
3. *Companies commit to hiring qualified job trainees for a portion of their low-income installations*
4. *Administrator shall facilitate partnering the companies that install solar panels with entities that provide solar panel installation job training*

# Long Term Renewable Resources Procurement Plan Requirements

*The IPA determined (and the ICC approved) that a “portion” of installations as stated in legislation will be based on the following:*

- 1. Installations for 33% of all distributed generation projects annually include at least one qualified trainee*
- 2. Annual installations across an Approved Vendors entire portfolio of projects will include an increasing share of hours from qualified trainees:*
  - a) 10% in Year 1*
  - b) 20% in Year 2*
  - c) 33% in Year 3 and after*

# Long Term Renewable Resources Procurement Plan Requirements

- 3. Approved Vendors will document the use of job trainees and provide a summary of their work*
- 4. FEJA funded workforce development programs qualify*
- 5. Other programs qualify that lead to trainees becoming Qualified Person under Part 461 rule certification*
- 6. Waivers may be available where Qualified Trainees are demonstrably not available*

# Long Term Renewable Resources Procurement Plan Requirements

- 7. The Illinois Solar for All Program Administrator will coordinate with the entities providing job training to maintain a clearinghouse of information that Illinois Solar for All Approved Vendors can use to identify potential job training program graduates to hire.*



# Eligible Trainees and Programs

# Proposed Definition of Eligible Trainee

1. Successfully completed a qualified job training program from one of three FEJA funded programs within 36 months of the installation:
  - a) *Solar Training Pipeline Program*
  - b) *Solar Craft Apprenticeship Program*
  - c) *Multicultural Jobs Program*
2. Or successfully completed an alternately qualifying Illinois-based program that leads the trainee to becoming a Qualified Person under Part 461 Rule within 24 months of the installation performed
  - a) *Qualifying program accounts for more than 50% of the hours towards certification beyond the OSHA 10*
3. And performed installation work on ILSFA projects in one of the six NABCEP Installer Task Categories



# NABCEP Installer Task Categories

ILSFA will track work done by all Qualified Trainees using the six NABCEP Installer Task categories:

1. Solar PV System Design
2. Solar PV Project Management
3. Installing Electrical Components
4. Installing Mechanical Components
5. Completed System Design /Commissioning
6. Inspection/Troubleshooting/Maintenance

# Qualified FEJA Funded Programs

## ComEd Administered Solar Pipeline Training Programs

### Installer training in underserved communities

*Elevate Energy and Millennium Solar Electric*

#### Chicago

- » Solar installer training to underserved communities on the south and west sides of Chicago.
- » Annual cohort of 25 students
- » One session per year for four years
- » 10 week course
- » Starting in May 2018

### Solar installer training for returning citizens, foster care alumni, and veterans

*Elevate Energy, Lutheran Social Services, GRID Alternatives*

#### Marion/Carbondale

- » Employment skills and solar installer training for returning citizens, foster care alumni, and veterans
- » 12 students per session
- » One session per year for three years
- » 10 week course
- » Starting in April 2018

### Solar Contractor Accelerator for women, minority, veteran-owned businesses

*Elevate Energy and Millennium Solar Electric*

#### Chicago

- » Working to develop minority/woman/disadvantaged/veteran owned businesses to be solar contractors
- » 5 to 10 contractor organizations annually.
- » One session per year for three years
- » Will include a series of bi-monthly contractor development workshops
- » Starting in April 2018

*Participant Recruitment for installer training administered by Safer Foundation, with support from Little Village Environmental Justice Organization and Faith in Place.*

# Qualified FEJA Funded Programs

## IBEW Local 134 Administered Craft Apprenticeship Programs

### Implement solar training into existing apprenticeship programs

*IBEW Local 134*

#### 17 IBEW Sites Across the state

- » Solar installer, job readiness and NABCEP training
- » Program is designed to help ex-offenders, former foster children, and residents of Peoria's low-income areas
- » 15 students per session
- » One session per year for four years
- » 10 week course
- » Starting in Sep 2018

### Solar Training at Community Colleges

*IBEW Local 134 and IBEW locals statewide*

- » Olive Harvey College  
*Pullman neighborhood, Chicago: Fall 2018*
- » College of Lake County  
*Grayslake/Waukegan: Fall 2018/Spring 2019*
- » Rock Valley Community College  
*Rockford: Spring 2019*
- » Lincoln Land Community College  
*Springfield: Spring 2019*
- » Southwestern Community College  
*East St. Louis: Fall 2019*
- » John Logan Community College  
*Carbondale/Marion: Fall 2019*

### High School Solar Pre-apprenticeship Program in underserved communities.

*IBEW Local 134 and IBEW locals statewide*

- » Benito Juarez Community Academy  
*Pilsen, Chicago: Sep 2018*
- » Prosser Career Academy  
*Belmont-Cragin, Chicago: Sep 2018*
- » Four more locations statewide TBD
- » 6 to 12 months field training
- » 15 students per year accepted in IBEW Apprenticeship Programs

# Qualified FEJA Funded Programs

## Multi-Cultural Jobs Programs

Targets key organizations to develop workforce development programs based on their experience developing initiatives around economic development, economic independence, youth leadership, providing OSHA and environmental certification to the construction trades, and various utility industry trade skills.

- » Chicago Urban League
  - Solar Installer Training/IT Training
- » Hispanic American Construction Industry Association
  - Contractor Training Program
- » National Latino Education Institute
  - TBD
- » ASPIRA, Inc. of Illinois
  - TBD
- » Chatham Business Association Small Business Development, Inc.
  - Alternative Energy Entrepreneurial Job Training
- » Austin Peoples Action Center
  - TBD

Program details and launch dates vary by program and may not yet be available

## Other Qualified Job Training Program Criteria

“Approved Vendors may request to use job trainees from other job training programs so long as they can demonstrate that completion of the job training program would lead to the trainee becoming a “Qualified Person” under the Part 461 Rule related to the certification of installers of photovoltaic systems.”

# Other Qualified Job Training Program Types

## Part 461 Rule Requirements

Part 461 refers to four categories of solar installation certification.

### Journeyman Electrician

- » An apprenticeship as a journeyman electrician from a USDOL-registered or an applicable state-agency-registered electrical apprenticeship and training program

### NABCEP

- » A North American Board of Certified Energy Practitioners (NABCEP) distributed generation technology certification program

### In-house Electrical

- » An electrical training program for in-house employees established and administered by an electric utility regulated by the Illinois Commerce Commission

### Community College Associates Degree

- » Or an Associate in Applied Science degree from an Illinois Community College Board-approved community college program in solar generation technology

# Illinois Commerce Commission Distributed Generation Qualified Person Requirement

- » While ILSFA projects are exempted from the requirement of using a Qualified Person for all installations, the ICC rule for Distributed Generation still applies:
  - *The applicant certifies that every installation of a distributed generation facility will be performed only by:*
    1. *a qualified person; or*
    2. *an electrical contractor who is not a qualified person, provided he/she is directly supervised by a qualified person; or*
    3. *a person who is not a qualified person but is enrolled in a training program that, upon satisfactory completion, will meet the requirement to become a qualified person provided he/she is directly supervised by a qualified person.*



1. Are the 24 and 36 month time limitations appropriate for graduates to remain qualified?
2. Is the rationale for a longer qualifying period for FEJA graduates appropriate?
3. Is the requirement that Other Qualifying Programs accounting for 50% or more of training hours towards certification appropriate?
4. Are NABCEP installation task categories appropriate for tracking trainee work on ILSFA projects?



# Planning and Resources



# The ILSFA Website

[www.Illinoissfa.com](http://www.Illinoissfa.com)

- » List of all ILSFA Approved Vendors
- » List of all ILSFA Installer/Contractors
- » Growing list of Other Qualified Programs
- » Coordinated Data and Resource Sharing with other Program Administrators
- » Links to Hiring Resources and Events
- » Links to Workforce Development Resources and Events
- » Approved Vendor dashboard provides real-time tracking of all requirements and goals

*The full website with job training and workforce development resources will launch to coincide with program launch in April, 2019*

# Stakeholder Engagement

- » Strategic planning with Job Training and ILSFA Program Administrators
- » Resource and data sharing across Program Administrators
- » Facilitating connections between job trainees and Approved Vendor/Installer Contractors

# Data Collection Requirements

A close-up photograph of a person's hands using a handheld data collection device, possibly a barcode scanner or a specialized keyboard, at a computer workstation. The person is seated at a desk with a keyboard and a mouse. The background is a blurred office environment. The image is overlaid with a semi-transparent dark blue banner containing the text "Data Collection Requirements". The overall color palette is warm, with a yellowish-orange tint.

# Required Data Collection for All Installations

## Affidavit attesting to and accounting for all installation hours and qualified trainees

Each ILSFA project will require a completed affidavit with the following information collected:

Trainee Data	Project Data	Program Details	Other Data						
<ul style="list-style-type: none"><li>» Name</li><li>» Contact details</li><li>» Certifications</li><li>» Installation work performed using NABCEP Installer categories)*</li><li>» Hours on installation by category</li><li>» Signature of trainee</li><li>» Salary/wage information of trainee</li></ul>	<ul style="list-style-type: none"><li>» Project date(s)</li><li>» Project address</li><li>» Project name and other project details</li><li>» Project/Sub-program type</li><li>» Total installation hours worked by all staff</li></ul>	<ul style="list-style-type: none"><li>» Eligible Program attended by trainee</li><li>» Completion date</li></ul>	<ul style="list-style-type: none"><li>» Supervisor name and contact details</li><li>» Name and signature of attesting employee</li></ul>						
	<p>* <u>NABCEP Installer Task Categories</u></p> <table><tbody><tr><td>1. Solar PV System Design</td><td>4. Installing Mechanical Components</td></tr><tr><td>2. Solar PV Project Management</td><td>5. Completed System Design /Commissioning</td></tr><tr><td>3. Installing Electrical Components</td><td>6. Inspection/Troubleshooting/Maintenance</td></tr></tbody></table>			1. Solar PV System Design	4. Installing Mechanical Components	2. Solar PV Project Management	5. Completed System Design /Commissioning	3. Installing Electrical Components	6. Inspection/Troubleshooting/Maintenance
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# Required Data Collection for Other Qualifying Programs

## Additional information required when qualifying with Other Qualified Programs

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- » Name of training organization
- » Name of qualifying training program
- » Part 461 category of certification
- » Specific certification
- » Justification that states course/certification meets one of the Part 461 categories/roles
- » Name and contact details of program instructor or point of contact
- » Date of completion
- » Documentation of Certification (if applicable)
- » Status of trainee and progress towards certification



5. Are NABCEP or Part 461 labor categories more appropriate to track for installation work?
6. Is it appropriate to share salary information?
7. Proposed that trainee does not have to have achieved certification with Other Qualifying program.
8. Is it appropriate that “Other Qualifying Programs” must be in Illinois?
9. Should Other Qualifying program data be submitted prior to or after project completion?
10. What other data is relevant for tracking job trainees?

A hand holding a pencil points to a document with financial data. The document contains several columns of numbers, including 152,000, 1,350,652, 25,000, 15,600, 1,452,600, 195,025, 1,002,152, 702,015, 326,900, 45,981, 585,090, 50,859, 31,958, 359,200, and 1,072,211. A calculator is visible in the background. A dark blue banner with white text is overlaid on the image.

# Validation and Remediation



# Affidavit Process

- » Approved Vendors will complete a Job Training Affidavit for each ILSFA project
- » Affidavits will include data collected based on the requirements described previously
- » Additional data is collected for distributed generation projects
- » Affidavits will attest that all information collected is true and accurate to the best of your knowledge
- » Affidavits will be the basis for collecting data that tracks project level and cumulative annual job training requirements

# Validation Process

- » 20% of all projects will be randomly selected for validation.
- » The Program Administrator will contact the trainee or the qualified program administrator for data verification
- » Approved Vendors will have the opportunity to correct missing or insufficient information

# Remediation

- » Projects with missing or insufficient data that cannot be made sufficient with reasonable attempts to do so will result in that project's job training hours being invalidated
- » False or misleading information will invalidate job training hours for that project and place that Approved Vendor on a Warning status
- » More than one project found to have false or misleading job training information will result in the Approved Vendor being suspended from the program

# Remediation

- » Approved Vendors on Warning status that do not meet their annual requirements will be suspended from the program
- » Approved Vendors not on Warning that do not meet their cumulative annual targets will be placed on Warning

# Waivers

- » Waivers can be submitted on a per project basis
- » Waivers must include documentation of good faith efforts for hiring qualified trainees or installer/contractors with qualified trainees
- » It is recommend to use easier waiver requirements where the Approved Vendor can demonstrate that no job training programs exist with 100 miles of the installation



11. Progressive stages for Approved Vendor remediation include Warning and Suspension.
12. Projects invalidated for insufficient or false information will not lose REC payments, but will follow remediation requirements which can lead to removal of that Approved Vendor from the program.
13. Another option for Approved Vendors on Warning is to require annual targets for job training be met with every project moving forward.
14. What kind of documentation should be required of good faith effort for waivers?
15. Is a less stringent waiver requirement appropriate for installations with no training programs within 100 miles? Should waivers only be allowed in these instances?



# Post-installation Data Collection

# Trainee Surveys

- » Trainee surveys will be conducted at least annually
- » Research will target 20% of all ILSFA trainees performing work on ILSFA projects that year
- » Surveys will seek to gather demographic, work experience and career path information
- » Surveys will seek to gather trainee satisfaction with training and ILSFA installation experience
- » Data will be used to inform program modifications and strategies across programs



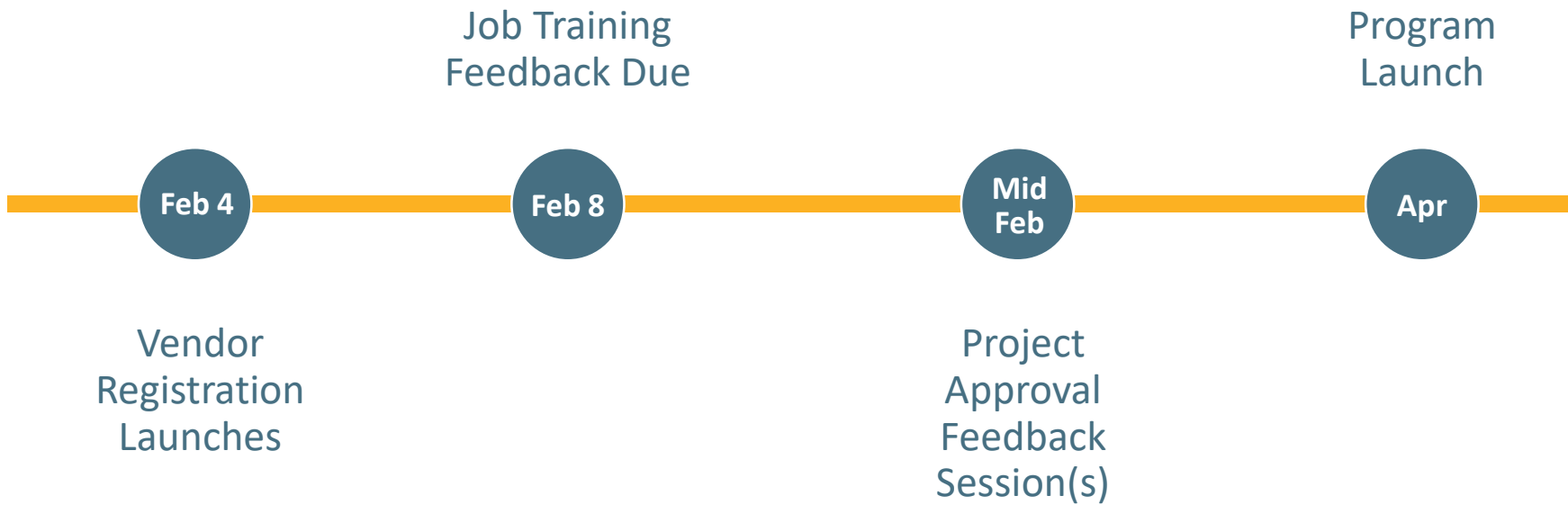
# Vendor Surveys

- » Vendor surveys will be conducted at least annually
- » Research will target all ILSFA Approved Vendors and Installer Contractors
- » Surveys will seek to gather information on hiring, retention and satisfaction with training programs and ILSFA

# Next Steps



# Next Steps



# Contact Us

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