



FUTURE ENERGY JOBS ACT

2018 WORKFORCE DEVELOPMENT
IMPLEMENTATION PLAN REPORT





COMMONWEALTH EDISON COMPANY'S WORKFORCE DEVELOPMENT IMPLEMENTATION PLAN REPORT ON CALENDAR YEAR 2018 ACTIVITIES

JULY 1, 2019

Report for Informational Purposes..
Pursuant to the Illinois Commerce Commission's Order in Docket No. 17-0332.

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Acronym	Definition
APAC	Austin Peoples Action Center
BCOE	Black Contractors, Owners and Executives
CCT	Chicago Community Trust
CPS	Chicago Public Schools
EPA	Environmental Protection Agency
FEJA	Future Energy Jobs Act
HACIA	Hispanic American Construction Industry Association
HAZWOPER	Hazardous Waste Operations and Emergency Response
IBEW	International Brotherhood of Electrical Workers
ICC	Illinois Commerce Commission
IPA	Illinois Power Agency
ISEA	Illinois Solar Energy Association
LVEJO	Little Village Environmental Justice Organization
MREA	Midwest Renewable Energy Association
MTA	Microsoft Technology Associate
NABCEP	North American Board of Certified Energy Providers
NCCER	National Center for Construction Education and Research
NLEI	National Latino Education Institute
OSHA	Occupational Safety and Health Administration
PLCCA	Proviso Leyden Council for Community Action, Inc.
PUA	Public Utilities Act
PV	Photovoltaic Associate Certification
RRP	Renovation, Repair, and Painting
TABE	Test for Adult Basic Education
TEC	Twenty Eleven Construction
Xactimate	Emergency Renovations and Restorations

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FOOTER LEGEND

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|  General information |  Multi-cultural Job Training Program |
|  Solar Training Pipeline |  Program Tracking and Financials |
|  Craft Apprenticeship Program |  Workforce Development Trainee Spotlight |

BACKGROUND

Public Act 99-0906, also known as the Future Energy Jobs Act (FEJA), became effective on June 1, 2017, and includes a number of new and amendatory provisions to the Public Utilities Act (PUA) and the Illinois Power Agency (IPA) Act. These changes include, among other things, an update and expansion of the Illinois Renewable Portfolio Standard (RPS) and Illinois Energy Efficiency Portfolio Standard. FEJA also encourages investment in renewable energy and distributed generation projects, while providing for specific support for low-income rooftop and community solar programs. See, e.g., 20 ILCS 3855/1-75; 220 ILCS 5/8-103B.

Recognizing the significant job creation stimulus that will be triggered by substantial new investment in renewable energy and energy efficiency, FEJA also creates job training opportunities for Illinois residents and employers. In particular, Section 16-108.12 of the PUA provides that “[a]n electric utility that serves more than 3,000,000 customers in the State shall spend \$10,000,000 per year in 2017, 2021, and 2025 to fund programs described in this Section,” which include (i) a solar training pipeline initiative, (ii) an energy industry craft apprenticeship track, and (iii) a multi-cultural job training program. See 220 ILCS 5/16-108.12(a)(1)-(3).

On July 1, 2017, Commonwealth Edison Company (ComEd) filed its Workforce Development Implementation Plan (Plan). On September 27, 2017, the Illinois Commerce Commission (Commission) or (ICC) issued an order confirming that ComEd’s Plan is consistent with Section 16-108.12 of the PUA. See Commonwealth Edison Co., ICC Docket No. 17-0332, Final Order (Sept. 27, 2017). Pursuant to Section 16-108.12, the Plan provides job training implementation details across the following three programs:

SOLAR TRAINING PIPELINE PROGRAM

This program establishes a “pipeline,” or “pool of trained installers,” for projects authorized under the Illinois Solar for All Program and the revised RPS. See 220 ILCS 5/16-108.12(a)(1); 20 ILCS 3855/1-56(b). Among its unique features, this program includes funding for programs that provide training to individuals who are or were foster care alumni or returning citizens transitioning into the workforce. The statute requires that ComEd fund this program in the amount of \$3,000,000, and ComEd may administer the program or contract with a program administrator. See 220 ILCS 5/16-108.12(a)(1).

CRAFT APPRENTICESHIP PROGRAM

This program provides funding for “an accredited or otherwise recognized apprenticeship program” and is offered over a period “not to exceed four years, for particular crafts, trades, or skills in the electric industry that may, but need not, be related to solar installation.” 220 ILCS 5/16-108.12(a)(2). ComEd must fund the craft apprenticeship program in the amount of \$3,000,000.

MULTI-CULTURAL JOB TRAINING PROGRAM

This program provides funding for multi-cultural jobs programs which may, but need not, be related to solar installation, over a period “not to exceed four years, by diversity-focused community organizations that have a record of successfully delivering job training.” 220 ILCS 5/16-108.12(a)(3). The statute requires that ComEd fund this program in the amount of \$4,000,000, and prescribes a funding allocation in the applicable year to individual programs.

OBJECTIVE – WORKFORCE DEVELOPMENT IMPLEMENTATION PLAN

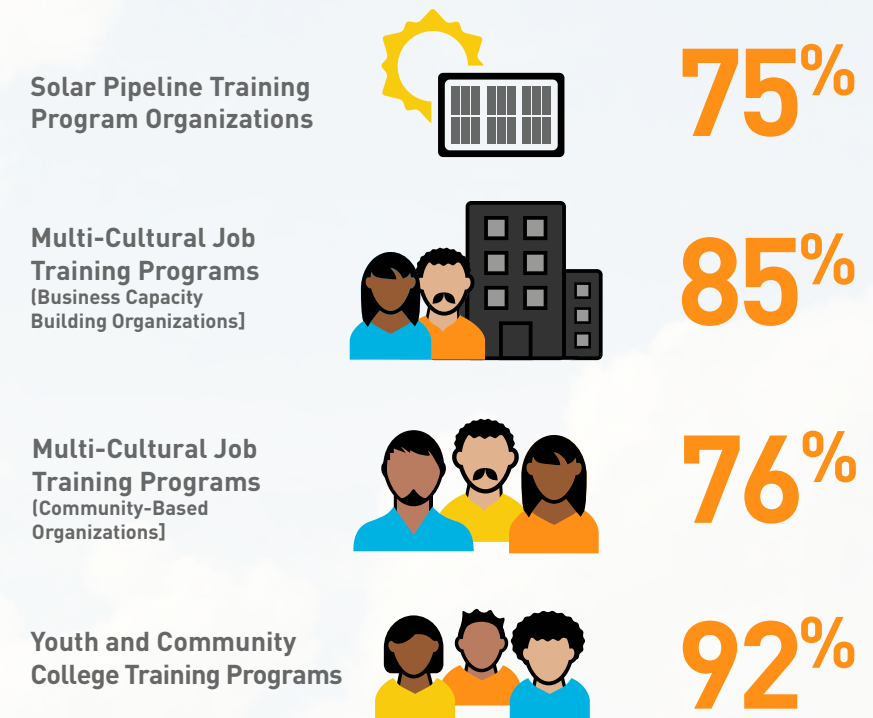
With the enactment of FEJA, the General Assembly established programs to stimulate economic growth through investments in renewable energy and energy efficiency and outlined its intent to extend the benefits of those investments to all citizens of the State of Illinois. Indeed, these investments have the potential to create thousands of jobs in Illinois. To this end, and consistent with FEJA, ComEd funds a portfolio of job training programs implemented by third-party organizations through three successive \$10,000,000 funding periods—2017, 2021, and 2025—and implements job training programs throughout the State of Illinois. Accordingly, it is the goal and objective of the Plan to implement job training programs that do the following:

- Establish a pool of trained installers who will be able to work on the distributed generation and community solar projects FEJA seeks to develop.
- Assist in the development of a workforce with the requisite knowledge, skills, training, experience, and competence to perform installations in the electric industry, including but not limited to, those enabled by FEJA.
- Fund job training programs through community-based, diversity-focused organizations that strive to provide participants with development, economic, or career-related opportunities within, but not limited, to the electric industry.
- Identify partnership opportunities within training programs to maximize the societal benefits of the funding required under Section 16-108.12 of the PUA.

Through this 2018 Workforce Development Implementation Plan Report (Annual Report), ComEd seeks to provide an update on grantee program implementation, the achievement of Plan metrics, and notable individual grantee program refinements.

FEJA'S IMPACT AT A GLANCE

ENROLLEES COMPLETING THE PROGRAM



COMPLETION RATE OF ENTIRE PROGRAM



2018 TIMELINE OF MAJOR EVENTS

WORKFORCE DEVELOPMENT IMPLEMENTATION PLAN



OVERVIEW 2017 FUNDING PERIOD

Pursuant to Section 16-108.12, ComEd's Plan provides funding to various third-party organizations that have a demonstrated record of successfully delivering job training. This section provides an overview of each organization that received funding in 2017 for 2018 programs.

SOLAR TRAINING PIPELINE PROGRAM

As described in ComEd's Plan, implementation of the Solar Training Pipeline Program began with the engagement of Chicago Community Trust (CCT), a community foundation that leveraged its philanthropic efforts by partnering with donors in the Chicagoland region to develop and implement a Request for Proposal (RFP). At the conclusion of the RFP process, CCT recommended solar training pipeline program grants be provided to four entities, and ComEd issued funding on December 18, 2017, to the entities as follows:

- Illinois Central College: \$1,000,000
- Elevate Energy: \$1,000,000
- OAI Inc.: \$700,000
- Safer Foundation: \$300,000



Contractors from partner organizations work with Grid Alternatives to install Solar Panels on a roof in the South Deering neighborhood of Chicago on October 3, 2018

ILLINOIS CENTRAL COLLEGE ORGANIZATION AND PROGRAM DESCRIPTION

Illinois Central College is a comprehensive community college that serves 10 Central Illinois counties and operates three campus locations (Peoria, East Peoria, and Pekin). Illinois Central College has an annual enrollment of approximately 13,500 unduplicated credit students with non-credit students adding approximately 14,000 more. Illinois Central College offers over 100 associate degree programs and over 50 occupational certificate programs. Each fall and spring, Illinois Central College offers over 1,600 classes.

As part of the Plan, Illinois Central College provides two nine-week training sessions per year that assist individuals in attaining the following: (1) overall knowledge about the solar industry and the types of careers and opportunities available within it; (2) employment in the solar industry that provides sustainable family wages and benefits; and (3) the North American Board of Certified Energy Providers (NABCEP) Photovoltaic (PV) Associate Certification. The program includes four weeks of training in essential skills, job readiness, and work ethics, and five weeks of solar technical training.



ELEVATE ENERGY ORGANIZATION AND PROGRAM DESCRIPTION

Elevate Energy is a not-for-profit organization that designs and implements programs to reduce costs, protect people and the environment, and ensure that the benefits of clean and efficient energy use reach those most in need. Through its programs, Elevate Energy works with homeowners, renters, building owners, nonprofit organizations, public sector organizations, and utilities to fulfill its mission of "smarter energy use for all." Elevate Energy's programs assisted municipalities in upgrading 17,761 streetlights with energy efficient LEDs, helped families save \$2,500,000 on utility bills, identified 15 pilot sites for community solar installations, served more than 50,000 families with demand-response programs, and educated 434,235 people on how to save energy at home.

As part of the Plan, Elevate Energy developed its Contractor Accelerator Program, which provides program management to help diverse solar contractors build out their businesses through technical skill development and energy business training. The Contractor Accelerator Program focuses on disadvantaged and minority-, women-, and veteran-owned businesses with a two- to five-year work history that have expressed a willingness and commitment to hire solar trainees from priority groups. Elevate Energy also provides eight- to ten-week solar training programs to underserved communities in the Marion/Carbondale region of southern Illinois and in the south and west sides of Chicago. Course content within Elevate Energy's southern Illinois program includes job readiness training, basic solar installation skills, Occupational Safety and Health Administration 10-Hour Basic Safety (OSHA 10), and basic environmental education. Additionally, Elevate Energy collaborates with Safer Foundation, Faith in Place, Little Village Environmental Justice Organization (LVEJO), Blacks in Green (BIG), Sustainable Options for Urban Living (SOUL), and other community partners to offer recruitment and support services for solar trainees in the Chicago area.

OAI INC. PROGRAM ORGANIZATION AND PROGRAM DESCRIPTION

Headquartered in Chicago's Loop, OAI is a workforce education, training, and development agency that utilizes nationally recognized models for demand-driven, cost-effective employment and training programs responsive to individual, community, and employer needs. OAI's mission is to provide lifelong learning and equal access to quality education, training, and career opportunities to a culturally diverse population, with an emphasis on individuals who are severely impacted by poverty. To this end, OAI manages numerous complex multi-million-dollar contracts from federal, state, city, and foundation sources, and its social enterprise—High Bridge—hires local, unemployed residents to provide ecological restoration and low-impact landscaping services throughout the Chicagoland region.

OAI provides an eight-week solar training program, which consists of the following two primary training components:

- 1. Career Guidance and Power Skills Training (88 hours) –** This component of OAI's program includes life skill classes in budgeting, cultural diversity, conflict resolution, critical thinking, fitness and nutrition, time and stress management, goal setting, and self-esteem. The career guidance component includes resume building, interviewing, networking, individual employment plan development, and overcoming employment barriers for returning citizens. Coursework includes environmental literacy, computer literacy, industry math, and industry Spanish.
- 2. Career-Specific Technical Training (232 hours) –** This component of OAI's training includes electricity basics, solar energy fundamentals, PV module fundamentals, PV system components, site assessment, and evaluation, PV system sizing principles, PV system electrical design, PV system mechanical design, performance analysis, maintenance, and troubleshooting, MREA (Midwest Renewable Energy Association) PV solar site assessor training, basic carpentry, First Aid/CPR, OSHA 10, OSHA fall protection, Hazardous Waste Operations and Emergency Response 40-hour (HAZWOPER), and forklift operations.



Through the Solar Pipeline Training Program, OAI provides solar system training to low-income students living in and around environmental justice communities, including returning citizens, minorities, current and foster care alumni, women, and veterans, over a three-year period. As part of the Plan, during the three-year period, OAI will offer a total of eight cycles of training to cohorts, and, through partnerships with Safer Foundation and other community-based organizations, provides these training opportunities to returning citizens. It is OAI's goal to place these trainees into solar-related employment.

SAFER FOUNDATION



ORGANIZATION AND PROGRAM DESCRIPTION

Safer Foundation is one of the nation's largest not-for-profit providers of services designed exclusively for returning citizens. Safer Foundation serves approximately 5,800 individuals each year in the Chicago metropolitan area and also has regional presence in urban areas within the Quad Cities. It "supports through a full spectrum of services, the efforts of people with arrest [and] conviction records to become employed, law-abiding members of the community and, as a result, reduce recidivism." Through partnerships with private-sector employers, Safer Foundation assists its clients to secure over 3,000 jobs annually.



Solar Boot Camp – solar panel installation

Safer Foundation will provide a Solar Energy Demand Skills Program with the following three key objectives:

- 1. Pipeline Development, which includes recruitment targeted at returning citizens in environmental justice communities, initial assessment for aptitude, barriers to employment, risk needs, and career interests, and a two-day suitability screening process, which includes Midwest Renewable Energy Association's (MREA) seminars on working with electricity and Grid Alternative's introductions to solar.**
- 2. Job Readiness and Job Placement, a 35-hour curriculum that includes solar industry skills, soft skills training, job search skill training, and communication, culture, and expectation training.**
- 3. Partner Referrals to Elevate Energy, OAI, and Illinois Brotherhood of Electrical Workers (IBEW) programs.**



Map of 17 Illinois IBEW Locations on 53' Trailer of Renewable Energy Technology

CRAFT APPRENTICESHIP PROGRAM

Pursuant to ComEd's Plan, the Craft Apprenticeship Program provides funding to the IBEW Local 134 (Local 134) to implement a three-pronged program that expands solar training opportunities at all 17 IBEW facilities in Illinois, provides solar training at eight partner high schools, and implements solar training at six partner community colleges. In addition to expanding solar craft training opportunities across Illinois, the Craft Apprenticeship Program provides additional opportunities for candidates interested in solar industry positions and provide additional craft apprenticeship opportunities for diverse low-income, minority, or economically disadvantaged populations. On November 16, 2017, ComEd provided the 2017 funding period grant for 2018 programming to the Illinois IBEW Renewable Energy Fund Inc.

In order to provide additional craft apprenticeship opportunities for candidates interested in solar industry positions, including diverse low-income, minority, or economically disadvantaged populations, IBEW seeks to do the following over a three-year period:

- **Implement solar training into existing apprenticeship programs at 17 of the local IBEW sites throughout the state of Illinois.**
- **Implement solar training at select partner community college campuses in the state of Illinois. Partner colleges include Rock Valley, Olive Harvey, Lincoln Land, Southwestern, John Logan, and Lake County.**
- **Implement a high school solar curriculum at select high schools in the State of Illinois. Partners include Prosser and Juarez High Schools.**
- **Funded in the amount of \$3 million.**

MULTI-CULTURAL JOB TRAINING PROGRAM

The Multi-Cultural Job Training Program is implemented through community-based, diversity-focused organizations that strive to provide participants with development, economic, or career-related opportunities. Consistent with the statutory requirements, ComEd engaged six such organizations, each of which has a record of successfully delivering job training programs. ComEd provided the 2017 funding period grants to each organization listed below on November 16, 2017 for the first year of programming in 2018:



Chicago Urban League was funded in the amount of \$1,000,000 pursuant to Section 16-108.12(a)(3)(A)'s criteria of a community-based civil rights and human services not-for-profit organization that provides economic development, human capital, and education program services. 220 ILCS 5/16-108.12(a)(3)(A).



National Latino Education Institute (NLEI), funded in the amount of \$500,000 pursuant to Section 16-108.12(a)(3)(B)'s criteria of a not-for-profit organization that is also an educational institution offering training programs approved by the Illinois State Board of Education and United States Department of Education with the goal of providing workforce initiatives leading to economic independence. 220 ILCS 5/16-108.12(a)(3)(B).



ASPIRA, Inc. of Illinois (ASPIRA), funded in the amount of \$500,000 pursuant to Section 16-108.12(a)(3)(C)'s criteria of a not-for-profit organization dedicated to developing the educational and leadership capacity of minority youth through the operation of schools, youth leadership clubs, and youth development centers. 220 ILCS 5/16-108.12(a)(3)(C).



Hispanic American Construction Industry Association (HACIA), funded in the amount of \$1,000,000 pursuant to Section 16-108.12(a)(3)(D)'s criteria of a not-for-profit organization dedicated to providing equal access to opportunities in the construction industry that offers training programs that include OSHA 10 and 30 certifications, Environmental Protection Agency (EPA) Renovation, Repair and Painting (RRP) Certification, and Leadership in Energy and Environmental Design Accredited Green Associate Exam preparation courses. 220 ILCS 5/16-108.12(a)(3)(D).



Chatham Business Association Small Business Development, Inc. (Chatham), funded in the amount of \$500,000 pursuant to Section 16-108.12(a)(3)(E)'s criteria of a non-profit organization that has a proven record of successfully implementing utility industry training programs, with expertise in creating programs that strengthen the economics of communities, including technical training workshops and economic development through community and financial partners. 220 ILCS 5/16-108.12(a)(3)(E).



Austin Peoples Action Center (APAC), funded in the amount of \$500,000 pursuant to Section 16-108.12(a)(3)(F)'s criteria of a nonprofit organization that provides family services, housing education, and job and career education opportunities that have successfully partnered with the utility on electric industry job training. 220 ILCS 5/16-108.12(a)(3)(F).



GRANTEE PROGRAM SUMMARY AND UPDATES



Celebrating the Solar Smart Flower installation at The Renaissance Collaborative on June 13, 2018



ELEVATE ENERGY [SOLAR PIPELINE]

In 2018, in partnership with Millennium Solar Electric Training Academy, Elevate Energy's program trained approximately 21 technicians from communities on the south and west sides of Chicago, with each technician receiving a total of 160 hours of solar system installation training. After receiving feedback that students were not grasping certain math-related topics to prepare to sit for the North American Board of Certified Energy Practitioners (NABCEP) PV Associate Certification Exam, Elevate Energy hired a math tutor that provided one week of math programming. In conjunction with Lutheran Social Services of Illinois and GRID Alternatives, Elevate Energy also trained nine program participants within the Marion region of Southern Illinois. This portion of Elevate Energy's solar training program was specifically designed to reach returning citizens, foster care alumni, and veterans that reside in the Marion/Carbondale region. In 2018, Elevate Energy's southern Illinois program included a technical portion where students assisted in the installation of solar panels on a Habitat for Humanity of Williamson County home in partnership with AES Solar, a local solar contractor.

Recruiting for the second cohort for both programs began in late 2018. Additionally, Elevate Energy organized a job fair for south and west side of Chicago participants that was held on July 27, 2018, with representatives from 28 employers in attendance.

As previously noted, Elevate Energy's solar training program also includes the Contractor Accelerator Program, which fosters organization capacity for minority-owned, women-owned, disadvantaged business enterprises, or veteran-owned contractors

striving to become project-ready solar contractors, as well as offers bi-monthly workshops on various topics of interest to solar installers and contractors. In 2018, Elevate Energy recruited, assessed, and enrolled three eligible contractors for Cohort I of the Contractor Accelerator Program. Further, in 2018, Elevate Energy engaged contractor groups through workshops and communications with various organizations such as Black Contractors, Owners and Executives (BCOE), Chicago Minority Supplier Development Council, and Revolution Workshop, and hosted workshops on Introduction to FEJA and FEJA Market Opportunities, as well as an informal discussion about the basics of Illinois Solar for All.

In addition, Elevate Energy's outreach strategy has included information sharing with the Accelerator contractors regarding business opportunities, including the following:

- **October 18: Attendance and contractor engagement at the Public Entity Expo in Rosemont, Illinois.**
- **November 1: Attendance and contractor engagement at the Construction Summit at UIC.**
- **November 14: Attendance at Illinois Solar Energy Association (ISEA) Networking Luncheon, including a debrief session with contractors.**
- **November 15: Attendance at ISEA Job Fair at McCormick Place, including engagement with solar training program graduates and contractors.**



Ground Mount Installation Training – East Peoria Campus

ILLINOIS CENTRAL COLLEGE [SOLAR PIPELINE]

In 2018, Illinois Central College partnered with Tri-County Urban League and Jobs Partnership Peoria to recruit and enroll participants into its solar training program. The Tri-County Urban League and Jobs Partnership Peoria provided a total of 56 enrollees with four weeks of training in essential skills, job readiness, and work ethics. Subsequently, 32 students were selected to be a part of a five-week solar technical training program at Illinois Central College's campus in Peoria. This program assists individuals with attaining: (1) overall knowledge about the solar industry and the types of careers and opportunities available within it; (2) employment in the solar industry or employment that provides sustainable family wages and benefits; and (3) the North American Board of Certified Energy Providers (NABCEP) PV Associate Certification.

A total of 23 participants completed the requirements of Illinois Central College's nine week training program (four weeks of essential skills and five weeks of technical solar training). After completion of the program, trainees take the NABCEP (North American Board of Certified Energy Practitioners) PV Associate exam. Out of 23 graduates, 16 received this important industry credential in 2018. Additionally, to assist program participants obtain employment, program participants were invited to two Networking/Career events with many solar employers and developers in attendance.

OAI INC. [SOLAR PIPELINE]

In 2018, two cohorts consisting of 16 and 18 trainees successfully completed OAI's eight-week solar training program. One cohort was held at South Suburban College in South Holland and the other cohort was held at their Chicago Headquarters. Of these 34 trainees, all were either returning citizens, minorities, current and foster care alumni, women, veterans, or individuals living in or around environmental justice communities. These cohorts are tentatively scheduled to take the NAPCEP PV Associate Certification exam in the summer of 2019.

For outreach and recruitment, OAI partnered with Safer Foundation, which provided two referrals to OAI in 2018. Other organizations that OAI partnered with for outreach and recruitment include the Salvation Army, U.S. Probations and Parole, the Illinois Department of Human Services, aldermanic offices throughout the city of Chicago, and a multitude of social service organizations.

OAI Training held at South Suburban College





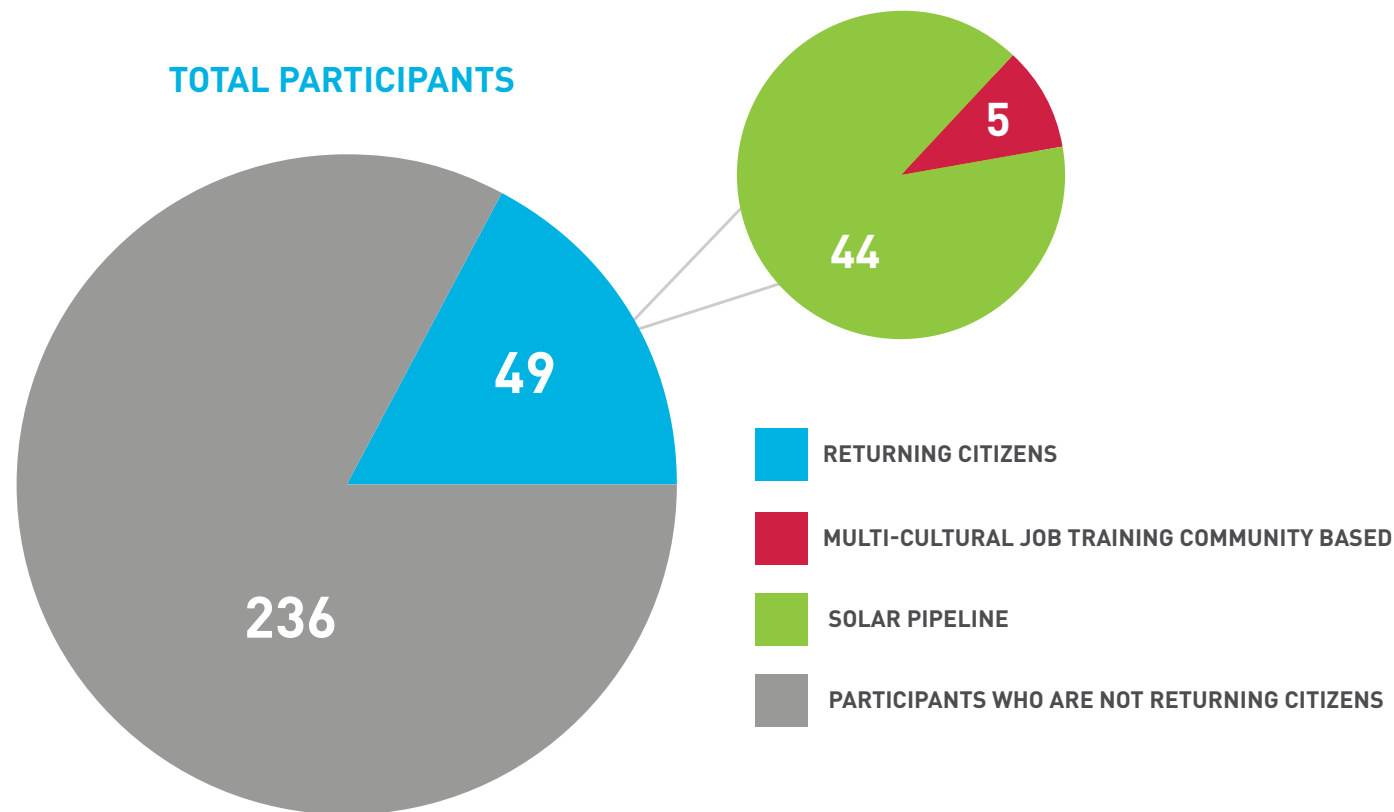
SAFER FOUNDATION [SOLAR PIPELINE]

Safer Foundation, in collaboration with its partners Faith in Place and the Little Village Environmental Justice Organization (LVEJO), provided 25 referrals (all of which were returning citizens) to Elevate Energy, OAI, and IBEW programs in 2018. This recruitment and referral process included community outreach, application review, screening, and processing, as well as applicant math and reading testing.

Safer Foundation’s solar pipeline program includes a pipeline development component and a job readiness and placement component. The pipeline development component includes recruitment targeted at returning citizens in environmental justice communities; an initial assessment for aptitude, barriers to employment, risk needs and career interests; and a two-day suitability screening process, which includes MREA’s seminars on working with electricity and Grid Alternative’s introductions to solar. The job readiness and placement component includes a 35-hour job curriculum, which includes solar industry skills, soft skills training, job search skill training and communication, and culture and expectation training.

BREAKDOWN OF SOURCE RETURNING CITIZENS

TOTAL PARTICIPANTS



IBEW [CRAFT APPRENTICESHIP]

To provide instructors with the requisite training knowledge and skills at each of the 17 IBEW locations across Illinois and two partner high schools in Chicago, in 2018, IBEW developed and implemented two 6-day “train the trainer” programs at its Alsip facility, which also included North American Board of Certified Energy Providers (NABCEP) PV Associate Certification exam preparation. In total, 17 IBEW representatives from various areas of the State and 2 high school instructors from the Chicago Public Schools attended the programs. Each representative subsequently took and passed the North American Board of Certified Energy Providers (NABCEP) PV Associate Certification exam. In addition to offering the “train the trainer” program, IBEW also conducted solar training for OAI at South Suburban College and is working with APAC to develop solar training for APAC program participants.

As part of IBEW’s diversity and inclusion initiatives, in 2018, IBEW partnered with Proviso Leyden Council for Community Action, Inc. (PLCCA) and the Safer Foundation to recruit diverse and economically disadvantaged candidates for the IBEW Electrical Apprenticeship Program. PLCCA, and the Safer Foundation each identified candidates and provided them with two weeks of soft skills training. At the conclusion of the training, each organization identified five candidates for an IBEW training program, which included topics such as industry skills, math instruction, and solar instruction. After successful completion of the IBEW training program, students were then eligible for the IBEW Trainee Program, a prerequisite to apply for the IBEW Electrical Apprenticeship Program.

In September 2018, a total of 49 students began the IBEW high school solar curriculum at Prosser and Juarez high schools in the city of Chicago. The high school classes were jointly led by an IBEW and Chicago Public Schools instructor. The IBEW instructor completed the “train the trainer” program, and in subsequent program years, IBEW plans to teach identical courses at other Illinois high schools. IBEW also held its first solar installer class at Olive Harvey Community College. A total of 12 students enrolled and completed the course. The programs at Rock Valley, Lincoln Land, Southwestern, John Logan, and Lake County are scheduled to begin in 2019.

Illinois IBEW Renewable Energy Trailer with stage opened and solar components in place





PV solar panel training – construction and operation of four panel array

CHICAGO URBAN LEAGUE [MULTI-CULTURAL]

Key services within the Chicago Urban League’s training program include: (1) intake and assessment; (2) job preparation, including pre- and post-employment and financial literacy assessments; (3) one-on-one career coaching; (4) job placement; (5) retention services, including a post-program assessment; and (6) career advancement counseling. Chicago Urban League trainees are eligible to receive up to 52 hours of training designed to prepare them for work in the energy sector. Chicago Urban League trainees may also complete coursework designed to help students work towards various industry credentials such as the North American Board of Certified Energy Providers (NABCEP) PV Associate Certification.

In 2018, the Chicago Urban League enrolled 17 trainees into its PV solar program, 13 of which completed the program. Of those completing the program, three program participants passed the North American Board of Certified Energy Providers (NABCEP) PV Associate Certification Exam and six program participants were successfully placed into full-time employment. The Chicago Urban League also enrolled 20 trainees into their Microsoft Technology Associate (MTA) Certification program. The Chicago Urban League also hosted its annual City-Wide Career Fair on June 20, 2018, with over 2,300 job seekers and 77 employers in attendance.

Additionally, the Quad County Urban League’s training program began on July 27, 2018, and enrolled 20 participants with 18 participants completing the program. In a partnership with the Springfield Urban League, the Chicago Urban League’s program also recruited for and hosted a training program in Springfield, Illinois.

NATIONAL LATINO EDUCATION INSTITUTE (NLEI) [MULTI-CULTURAL]

NLEI’s “ENERGÍA” program, offered pursuant to the Plan, provides participants with foundational, technical, and administrative knowledge for energy career pathways by including instruction on solar industry sales, marketing, and management. ENERGÍA training includes coursework generally considered as prerequisites for electric industry positions such as reading, writing, and math skills. Specialized training designed to prepare students for the North American Board of Certified Energy Providers (NABCEP) PV Associate Certification Exam, is also included.

In September of 2018, NLEI’s first cohort of 12 participants began its 10-week Solar Associate Program. The cohort consisted of Latino students from predominately low-income neighborhoods in southwest Chicago. Cohort 1 obtained its field experience with various industry partners outlined below. Within a two-week period, the cohort, under the supervision of trained instructors, applied its classroom learnings in real-world work environments. A total of 10 students completed the ENERGÍA program as part of the first cohort. NLEI’s 2018 partner organizations include Chatham Business Association, Elevate Energy, Empleos Solar coalition members, the Interfaith Leadership Project, and trade allies such as IBEW Local 9, IBEW Local 134, and United Electrical and Pipefitters Union 597.

NLEI Classroom training





Aspira hands on student electrical training

ASPIRA, INC. OF ILLINOIS (ASPIRA) [MULTI-CULTURAL]

In 2018, ASPIRA completed its first solar training program at Antonia Pantoja High School, with a total of nine Latino high school seniors completing the program in June. This program provides a comprehensive training curriculum with an emphasis on preparing students in general electrical trade skills to serve as a foundation for solar industry installation, sales, marketing, and management positions. Upon graduation, program participants obtained two National Center for Construction Education and Research (NCCER) certifications, OSHA 10 certification, First Aid/CPR certification, Electric Arc Flash training, as well as soft skills training on topics such as interviewing, teamwork, work ethic, communication, and interpersonal skills. Through St. Augustine College, ASPIRA offers electric industry-specific courses to program participants. As part of ASPIRA's program, participants are eligible to receive 252 hours of training over a 21-week period.

HISPANIC AMERICAN CONSTRUCTION INDUSTRY ASSOCIATION (HACIA) [MULTI-CULTURAL]

Hispanic American Construction Industry Association (HACIA), a 501(c)(6) organization founded in 1979, works to ensure the equitable participation of its constituents in the construction industry, while also promoting the growth, quality of work, professionalism and integrity of these individuals and businesses. The HACIA Future Energy Jobs Act (FEJA) Training Program is a contractor development training program designed for construction owners or managers to prepare them with skills needed to run their business and be trained in basic solar photovoltaic or growing a workforce for the future energy industry. HACIA has developed a 6-month program that is designed for owners and managers who want to learn better business management practices. Throughout the program, participants are exposed to the HACIA culture that helps grow construction firms by being exposed to HACIA members that have grown through the years by utilizing HACIA's network and resources. After completion, participants will have the opportunity to connect with professionals in the industry of solar photovoltaics.

HACIA annual banquet with 2018 FEJA cohort in attendance





Chatham Business Contractor Marketing Pitch Training

CHATHAM BUSINESS ASSOCIATION SMALL BUSINESS DEVELOPMENT, INC. [MULTI-CULTURAL]

CBA's training program assists new entrepreneurs and expands growth and capacity of existing businesses by helping entrepreneurs understand opportunities in renewable energy and energy efficiency and securing projects. In 2018, CBA created a customized Alternative Energy Capacity Building curriculum for its inaugural cohort which consisted of 14 minority-owned businesses from the south and west sides of Chicago – including five that are women-owned. Candidates were taught three modules weekly on how to create an achievable business growth and development plan as an employee or as an employer.

Upon completion of training modules focusing on entrepreneurial success, supply chain management, alternative energy, understanding financials, recordkeeping, preparing for procurement opportunities and human resources, participants understood how to achieve greater operational efficiency through adaption of certain business behaviors, systems and processes. Next, participants enrolled or identified a contract or employment procurement module from the following:

- Photovoltaic (PV) System Design, Sales, Financing and Installation – MREA
- Estimating – Bowa Construction
- BPI Auditing – Priority Energy
- Locating Utilities and Damage Prevention – Staking University
- Construction Management – City Colleges of Chicago Construction Management Associates Program

Program highlights includes participant taking Photovoltaic training completed OSHA 30 training and is now a ComEd Energy Efficiency Service Provider, the same participant also obtained Geothermal Service and Installation Technician Certification from the Geothermal Alliance of Illinois.

AUSTIN PEOPLES ACTION CENTER (APAC) [MULTI-CULTURAL]

APAC administers a 10-week adult training program designed to recruit, provide job readiness, and training, and refer program participants for placement into qualified solar training pipeline programs or other recognized programs for crafts, trades, or skills in the electric industry. Key components of the training program include informal assessments to identify skill levels and barriers to employment, creation of individual case plans, placement into qualified solar training pipeline programs or other recognized programs for crafts or trades in the electric industry, and job retention monitoring and counseling. APAC's trainee recruitment targets at-risk African-American and Latino populations on the west side of Chicago. APAC's recruitment region presents a set of unique challenges due to academic barriers where participants have had difficulty passing the Test for Adult Basic Education (TABE) with an 8th grade score, passing drug screenings, and accessing transportation to and from the training facility. In order to address these challenges, APAC has implemented a drug screening process, additional online math tutoring and support, case management services, and transportation services to and from the training facility. APAC also offers a 14-week youth education program that includes a job readiness component. Within this program, students receive work readiness soft skills training, an introduction to the solar industry, CPR and first aid training, job development training, and OSHA 10 certification.

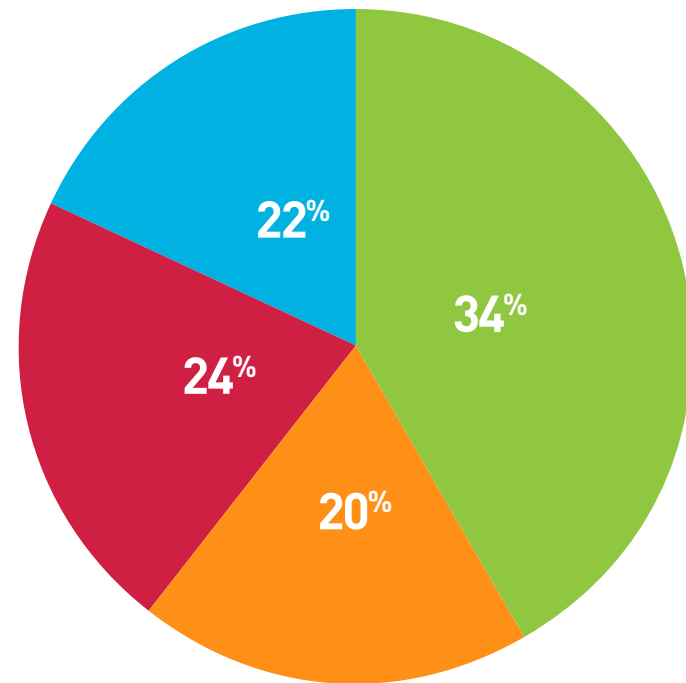
In 2018, APAC hired a coordinator for its training program and enrolled 14 African-American and Latino students from at-risk populations on the west side of Chicago. APAC created individualized case plans for each of these participants, giving each participant access to 80 hours of renewable energy, PV, and work-readiness training, (4 hours of customer service and warehousing) as well as providing life-skills, OSHA 10, First-AID/CPR, and solar introductory training where APAC participants were taught to design a state of art solar training facility using the APAC facility as our model. A total of 10 students completed the program.

APAC Graduation



PROGRAM TRACKING, ACCOUNTABILITY, AND REPORTING

TOTAL NUMBER OF ENROLLEES: 348



In addition, training was conducted for 17 members of IBEW locals in Illinois to prepare their instructors to train throughout the state.

- 116 SOLAR PIPELINE
- 85 MULTI-CULTURAL JOB TRAINING COMMUNITY
- 76 YOUTH & COMMUNITY
- 71 MULTI-CULTURAL JOB TRAINING BUSINESS CAPACITY

ComEd made a commitment to track and provide consolidated results on Plan metrics to ensure accountability and Plan implementation, as well as to assist in the evaluation and review of individual programs. In addition to tracking and reporting on individual grantee metrics, ComEd outlined its intent to engage a plan manager to oversee the entire portfolio of training programs by providing curriculum support for training providers, tracking and analyzing reports from grantees, surveying participants, and making appropriate recommendations for individual programs for the Plan as a whole.

Craft Apprenticeship Program – IBEW: As part of the IBEW “train the trainer program,” 17 IBEW employees received solar installation training and North American Board of Certified Energy Providers (NABCEP) certification. These employees will be leading the solar training components at the IBEW locations listed in Appendix A.

CONSOLIDATED METRICS RESULTS

Based upon quarterly reports provided by ComEd’s Plan grantees, the consolidated results below are being provided for metrics detailed in Program Tracking, Accountability and Reporting of the Plan for grantee activities between January 1, 2018 and December 31, 2018. The metrics are grouped by the following organizational categories¹: (1) Solar Pipeline Training Program Organizations² (2) Craft Apprenticeship Programs³ (3) Multi-Cultural Job Training Program—Business Capacity Building Organizations⁴ (4) Multi-Cultural Job Training Program – Community-Based Organizations⁵ and (5) Youth and Community College Training Programs⁶.

PERCENTAGE OF ENROLLEES COMPLETING THE TRAINING PROGRAMS: (TOTAL: 285)

OVERALL PLAN:

1. Solar Pipeline Training Program Organizations: **75%** (87 out of 116)
2. Multi-Cultural Job Training Program – Business Capacity Building Organizations: **89%** (63 out of 71)⁴
3. Multi-Cultural Job Training Program – Community-Based Organizations: **76%** (65 out of 85)⁸
4. Youth and Community College Training Programs: **92%** (70 out of 76)⁹

SUMMARY OF JOB PROMOTIONS OR INCREASES IN SALARY⁷

Solar Pipeline Training Program Organizations: _____ 2 were promoted



¹Note that, for purposes of metrics reporting, ComEd has grouped together those organizations partaking in similar activities for a more accurate depiction of the metrics results.

²These organizations include Elevate Energy, Illinois Central College, OAI, and Safer Foundation’s referral program. Note that the metrics from Elevate Energy’s Contractor Accelerator Program are not included in this category and Safer Foundation’s referrals are included in the metrics associated with the reflective training organization (Elevate Energy, IBEW and OAI).

³Note that IBEW’s metrics results are separately reported, given it is the only grantee partaking in the Craft Apprenticeship Program.

⁴These organizations include HACIA, Chatham, and Elevate Energy-Contractor Accelerator Programs who train business owners.

⁵These organizations include Chicago Urban League, NLEI, and APAC.

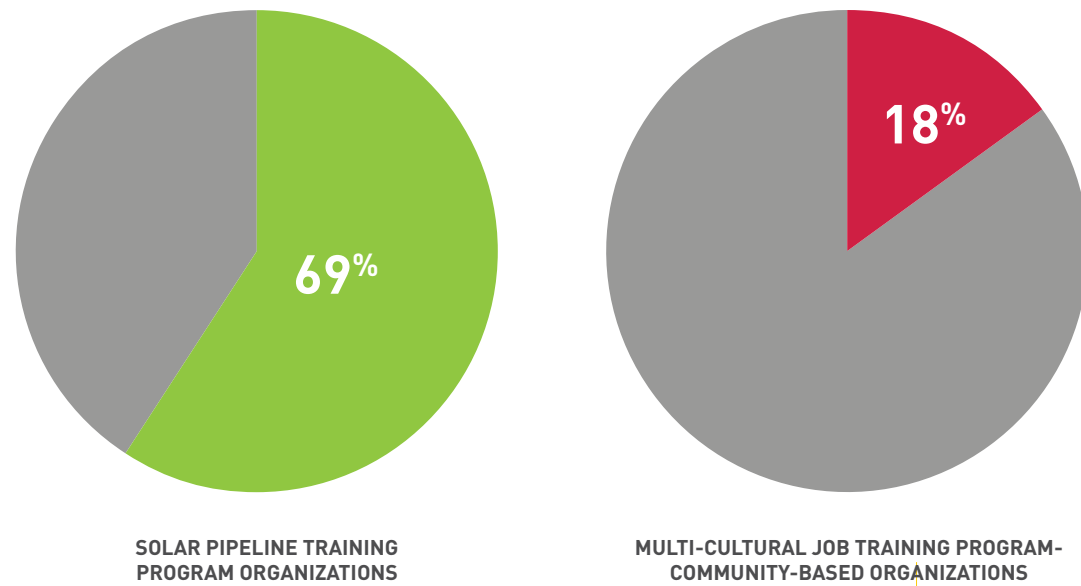
⁶These organizations include ASPIRA and IBEW’s community college and high school programs.

⁷Salary, wages and promotions are self-reported and only reports on information made available or disclosed to grantee organizations.

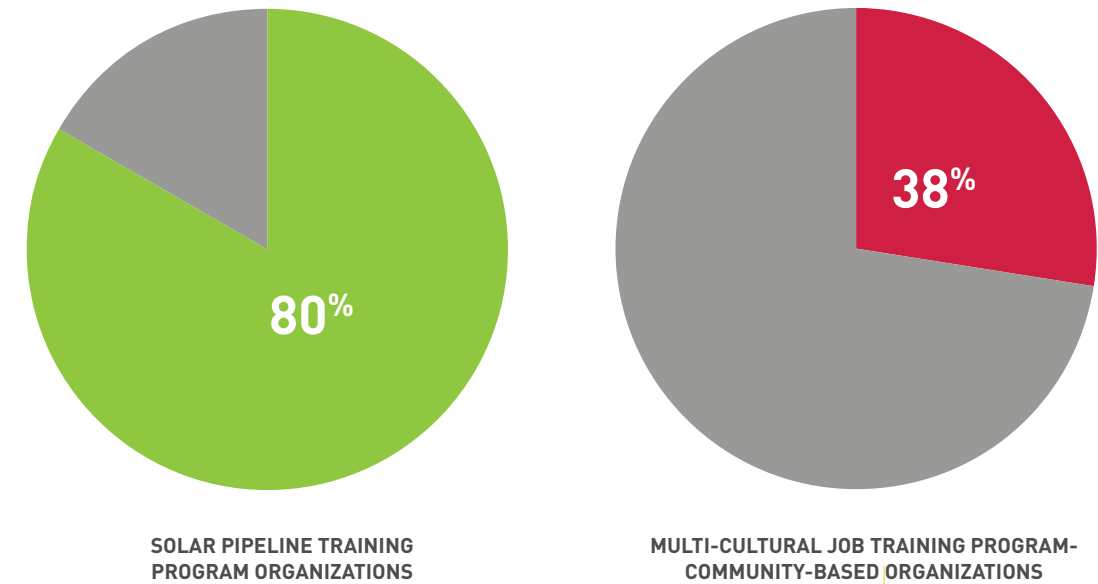
⁸These organizations include nonprofits that completed programs late in the year and would not have qualified participants for employment until 2019

⁹These include year-long high school programs and are listed here for having completed the first half of the year. Upon completion of the program in 2019, High School students would qualify to participate in an apprenticeship program before seeking employment.

PERCENTAGE OF UNEMPLOYED ENROLLEES THAT COMPLETE THE PROGRAM AND PLACED WITHIN 60 DAYS



PERCENTAGE OF UNEMPLOYED ENROLLEES THAT COMPLETE THE PROGRAM AND ARE PLACED WITHIN 180 DAYS



For programs that are incorporated into high school curriculum, percentage of enrollees placed within 60 days of high school graduation or 60 days of program completion, whichever is later.

For programs that are incorporated into high school curriculum, percentage of enrollees placed within 180 days of high school graduation or 180 days of program completion, whichever is later.

OVERALL PLAN:

1. Solar Pipeline Training Program Organizations: **69%** (60 placed out of 87 eligible)
2. Multi-Cultural Job Training Program – Community-Based Organizations: **18%** (8 placed out of 45 eligible)^a
3. Youth and Community College Training Programs: **67%** (6 placed out of 9 eligible)^b

OVERALL PLAN:

1. Solar Pipeline Training Program Organizations: **80%** (70 placed out of 87 eligible)
2. Multi-Cultural Job Training Program – Community-Based Organizations: **38%** (17 out of 45 eligible)
3. Youth and Community College Training Programs: **67%** (6 placed out of 9 eligible)

Employment Eligibility

Some participants were not eligible for employment in 2018 such as programs that trained businesses or year-long high school programs.

^aMulti-cultural – Community based organizations trained 65 participants. APAC and NLEI programs were not completed in (or late) in 2018 not allowing participants sufficient time to seek employment during the year. This brought the total number of participants ready for employment to 45.

Multi-cultural Job Training Program - Business Capacity building program trained 71 participants who are business owners and would not be eligible for employment. Business growth in revenue and employees will be tracked in 2019. Organizations are Chatham Business Development, HACIA's Contractor Training Program, and Elevate's Contractor Accelerator Program.

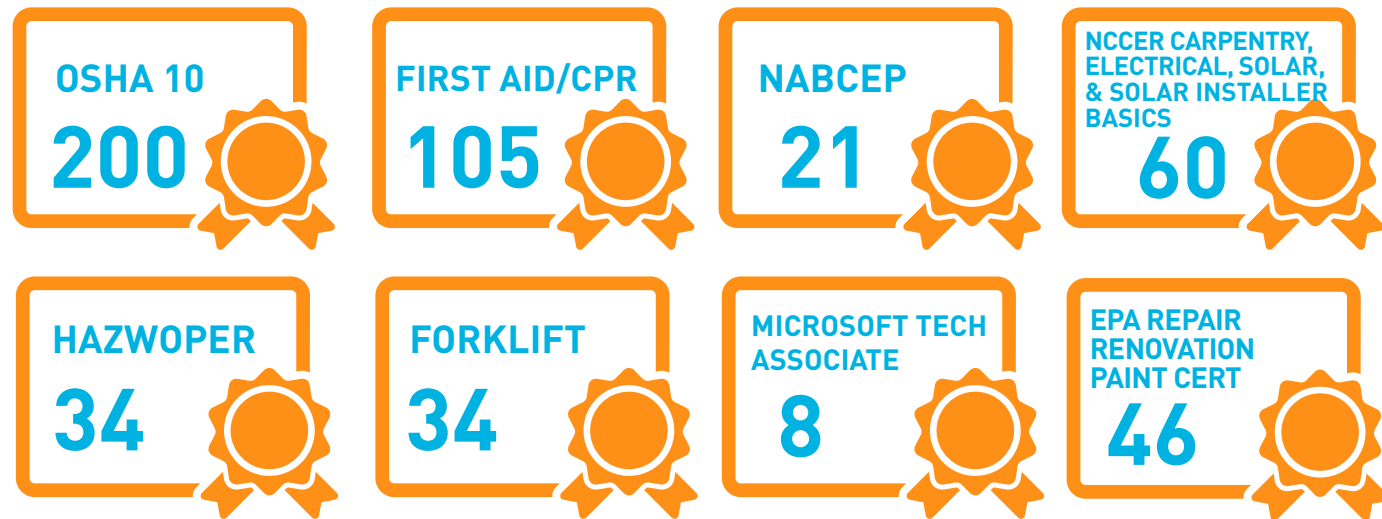
^bYouth and Community College Training Programs – Trained a total of 70 participants. However, only 9 students attending the Aspira High School completed their program in 2018. Students from Prosser and Juarez High School and the Olive Harvey Community College program were not eligible for employment in 2018 as their year-long programs continue into 2019 and then would apply for the IBEW Pre-Apprenticeship program prior to seeking employment.

For the Multi-Cultural – Community Based Organizations trained 65 participants, APAC and NLEI programs were not completed in or completed late in 2018 reducing the number eligible for employment to 45.

From the Youth and Community Training Program there were a total of 70 participants. Only 9 were eligible for work in 2018. Students from Prosser and Juarez High School programs and the Olive-Harvey program were not eligible for employment in 2018 because their year-long programs would continue into 2019 and/or they are applying for the IBEW Pre-Apprenticeship Program first.

Wages for Chicago graduates average about \$15 to \$18 per hour. Post-training opportunities and employment positions reported by training program participants were instructor, independent solar consultant, solar research and warehouse, union laborer, guard, outreach worker, production worker, handyman, roofer, insulation installer, truck driver, assembler, product specialist, activities assistant, customer service representative, laborer, warehouse worker, and forklift driver.

CERTIFICATES EARNED



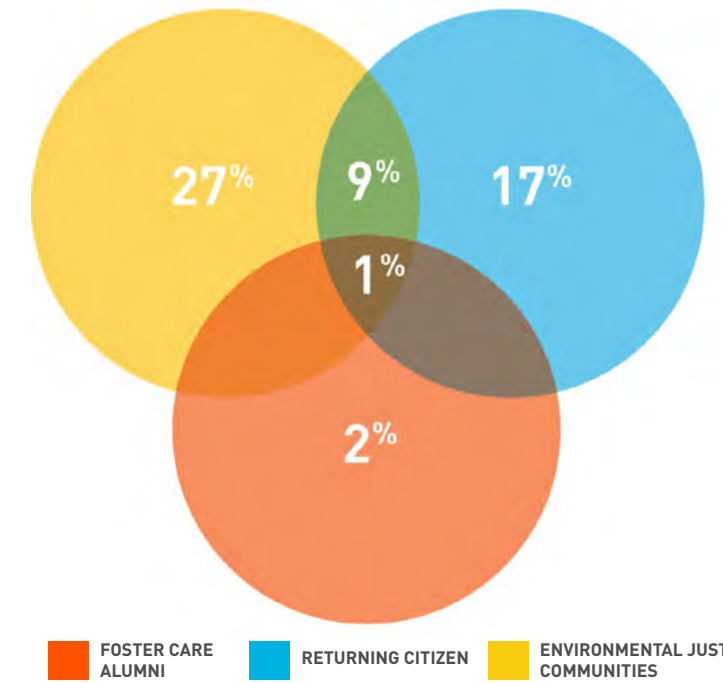
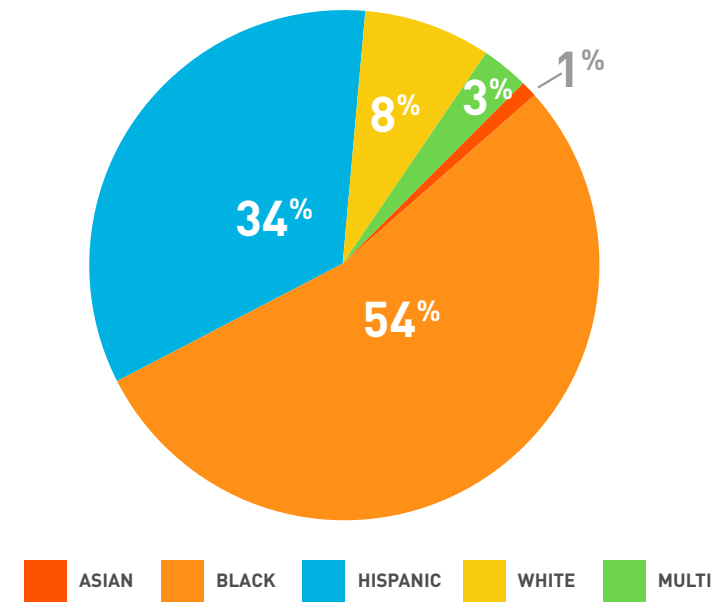
FOR PROGRAMS OFFERING CERTIFICATIONS, NUMBER OF ENROLLEES WHO RECEIVE CERTIFICATION(S) AND THE TYPE OF CERTIFICATION RECEIVED.

OVERALL PLAN: CERTIFICATES OBTAINED:

- Solar Pipeline Training Program Organizations:** – Solar Installer Basics, National Center for Construction Education and Research (NCCER) Introduction to Solar Photovoltaics, North American Board of Certified Energy Practitioners (NABCEP), Occupational Safety and Health Administration (OSHA) 10, Solar Training, Forklift, First Aid/CPR/Bloodborne Pathogens (BBP), Hazmat.
- Craft Apprenticeship Program – IBEW:** North American Board of Certified Energy Practitioners (NABCEP).
- Multi-Cultural Job Training Program – Capacity-Building Organizations:** – Occupational Safety and Health Administration (OSHA) 10, Environmental Protection Agency (EPA) Renovation, Repair, and Painting (RRP).
- Multi-Cultural Job Training Program – Community-Based Organizations:** – North American Board of Certified Energy Practitioners (NABCEP), Microsoft Technology Associate (MTA), Scrum Master, Occupational Safety and Health Administration (OSHA) 10, Solar Training, First Aid/CPR
- Youth and Community College Training Programs:** – Occupational Safety and Health Administration (OSHA) 10, National Center for Construction Education and Research (NCCER) Core Curriculum, ARC Flash, National Center for Construction Education and Research (NCCER) Electrical Level 1, Electrical Safety, First Aid/CPR, Solar Training.

2018 OVERALL GRANTEE METRICS

2018 OVERALL ETHNICITY / RACE



OVERALL PARTICIPANT DIVERSITY

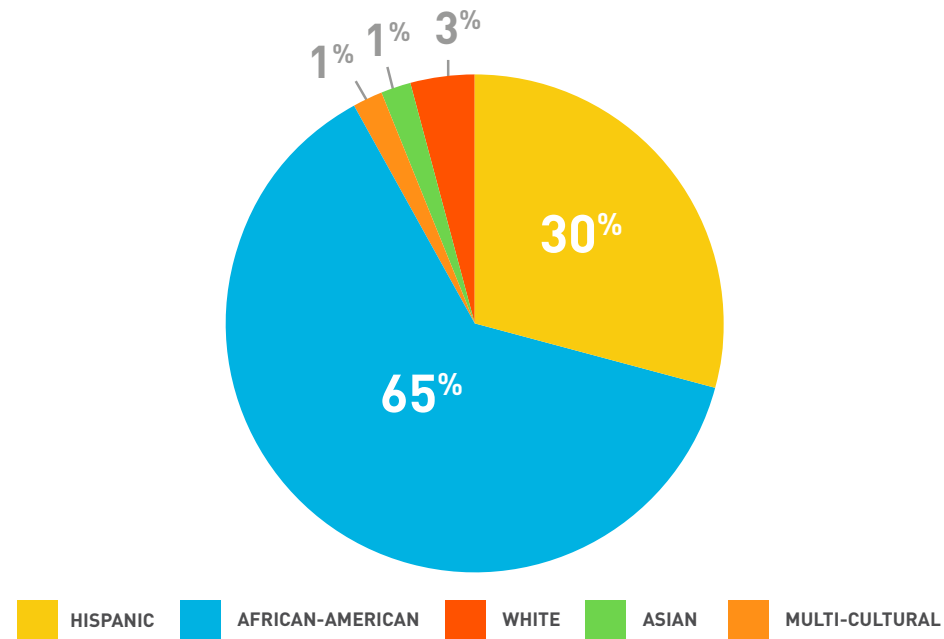
Total enrollee diversity including number of trainees living in environmental justice communities, number of trainees who are foster care alumni, number of returning citizens, number of female trainees, number of male trainees, number of trainees who are a part of an ethnic minority group.

OVERALL PLAN:

Female Trainees:	85
Male Trainees:	200
Total Minorities Trained under the plan ⁸ :	263
Hispanics:	97
African American:	155
Asian:	3
Multi-Cultural:	8
White:	22
Trainees living in Environmental Justice Communities:	78
Trainees who are Foster Care Alumni:	4*
Returning Citizens:	49*

⁸For the purpose of this metric, minority includes all ethnic groups other than white.
^{*}Three live in Environmental Justice Communities and are Returning Citizens
^{*}Twenty-six also live in Environmental Justice Communities.

MULTI-CULTURAL JOB TRAINING – BUSINESS CAPACITY / COMMUNITY BASED ORGANIZATIONS



MULTI-CULTURAL JOB TRAINING PROGRAM – COMMUNITY-BASED ORGANIZATIONS:

Female Trainees:	15
Male Trainees:	50
Total Participants:	65
Hispanics:	14
African American:	49
Multi-Cultural:	2
Trainees living in Environmental Justice Communities:	10
Returning Citizens:	5

MULTI-CULTURAL JOB TRAINING PROGRAM – BUSINESS CAPACITY BUILDING ORGANIZATIONS:

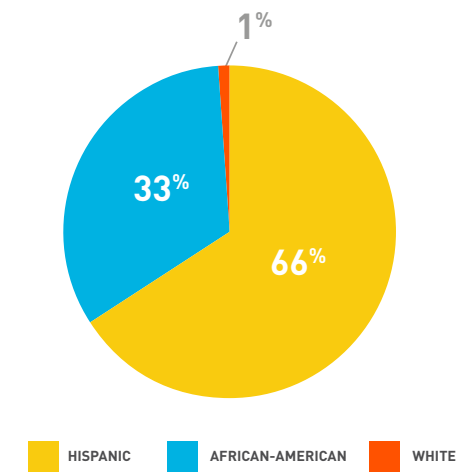
Female Trainees:	31
Male Trainees:	32
Total Participants:	63
Hispanics:	24
African American:	33
Asian:	2
White:	4

TOTAL MULTI-CULTURAL JOB TRAINING	
Business Capacity/Community Based Organizations:	128

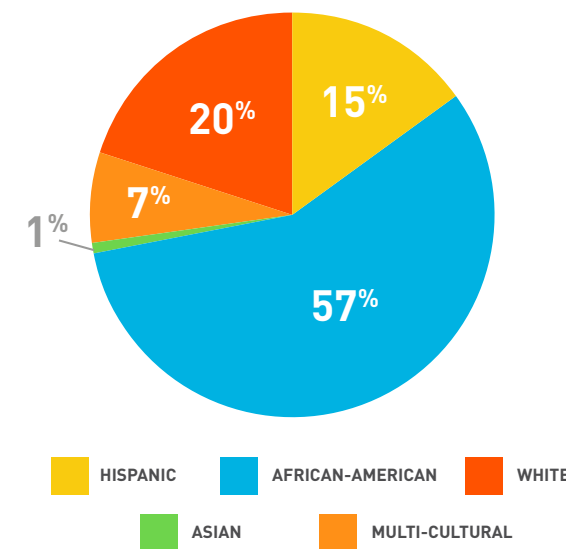
YOUTH AND COMMUNITY COLLEGE TRAINING PROGRAMS:

Female Trainees:	20
Male Trainees:	50
TOTAL PARTICIPANTS:	70
Hispanics:	46
African American:	23
White:	1
Trainees living in Environmental Justice Communities:	12
Trainees who are Foster Care Alumni:	1

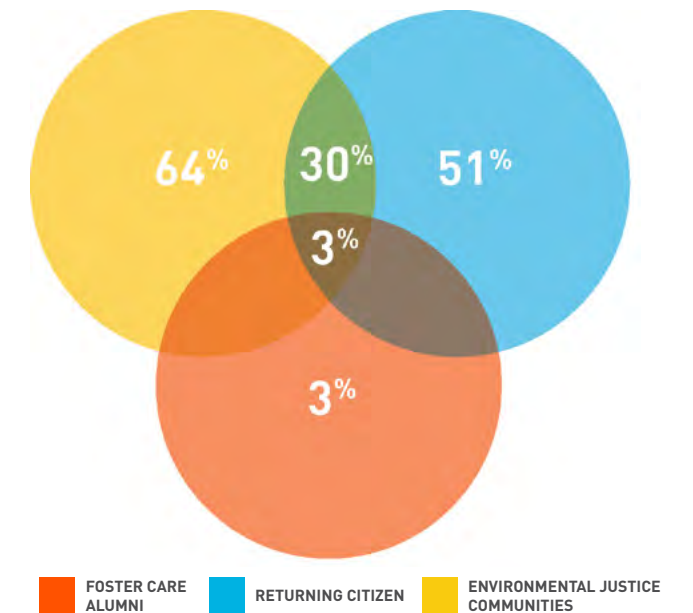
YOUTH AND COMMUNITY COLLEGE TRAINING PROGRAMS: ETHNICITY BREAKOUT



SOLAR PIPELINE: ETHNICITY BREAKOUT



SOLAR PIPELINE: ENVIRONMENTAL JUSTICE & FOSTER CARE ALUMNI



SOLAR PIPELINE:

Female Trainees:	19
Male Trainees:	68
TOTAL PARTICIPANTS:	87
Hispanics:	13
African American:	50
Asian:	1
Multi-Cultural:	6
White:	17
Trainees living in Environmental Justice Communities:	56
Trainees who are Foster Care Alumni:	3*
Returning Citizens:	44*

*Also live in Environmental Justice Communities and are Returning Citizens
 *Twenty-six also live in Environmental Justice Communities.

FINANCIALS

For funding period 2017–2020, total expenses of the program, including total administrative expenses incurred for the reporting period to ensure that the costs of individual programs align with the services provided to trainees and the challenges associated with serving a particular population.

OVERALL PROGRAM 2018 REPORTED EXPENSES:

Solar Pipeline Training Program Organizations:	\$990,104
Craft Apprenticeship Program and Community Groups – IBEW:	\$241,173
Multi-Cultural Job Training Program – Business Capacity Building Organizations:	\$304,867
Multi-Cultural Job Training Program – Community-Based Organizations:	\$420,453
Youth and Community College Training Programs:	\$238,949
TOTAL:	\$2,195,546

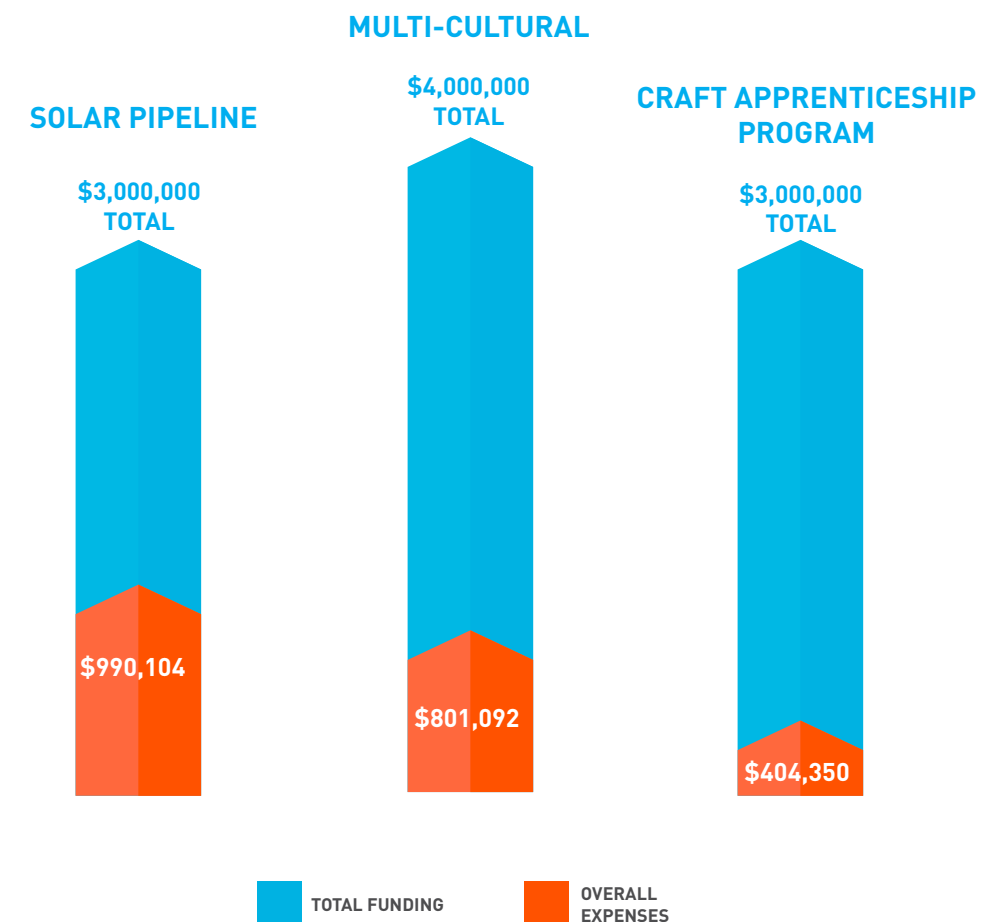
OVERALL PROGRAM 2018 ADMINISTRATIVE EXPENSES (SUBSET OF OVERALL EXPENSES):

Solar Pipeline Training Program Organizations:	\$63,487
Craft Apprenticeship Program – IBEW:	\$9,262
Multi-Cultural Job Training Program – Business Capacity Building Organizations:	\$143,303
Multi-Cultural Job Training Program – Community-Based Organizations:	\$44,762
Youth and Community College Training Programs:	\$19,229
TOTAL:	\$280,043

ALLOCATION OF ALL FUNDING PROVIDED AS REQUIRED BY THE ACT.

A total of \$10 million in funding was provided under Section 16-108.12 of the Public Utilities Act in the 2017 funding period and allocated as follows:

- Elevate Energy – \$1,000,000
- Illinois Central College – \$1,000,000
- OAI – \$700,000
- Safer Foundation – \$300,000
- Illinois IBEW Renewable Energy Fund Inc. – \$3,000,000
- Chicago Urban League – \$1,000,000
- NLEI – \$500,000
- ASPIRA – \$500,000
- HACIA – \$1,000,000
- Chatham – \$500,000
- APAC – \$500,000



2018 GRANTEE COLLABORATION AND SUPPORT ACTIVITIES

In 2018, as part of ComEd's overall Plan management activities, ComEd announced the selection of its Workforce Development Program Manager. Grantee collaboration and support activities designed and implemented by ComEd to support the Plan included the following:

- **Quarterly Grantee Meetings** – During these meetings, which were convened on February 19, May 10, August 23, and November 13, ComEd discussed its understanding of solar development in its service territory and grantees exchanged information regarding plan implementation, including associated challenges such as participant transportation to job sites.

Bronzeville Showcase & Job Fair event at Illinois Tech, fall of 2018



- **Bi-weekly Stakeholder Coordination Conference Calls** – The Workforce Development Plan Manager conducted bi-weekly calls to facilitate the exchange of best practices, pool resources, explore partnership opportunities, and ensure that there is ongoing communication regarding program status. The sessions also provided an opportunity for grantees to raise issues and identify potential tools and shared resources.
- **Individual Program Manager Meetings with Grantees** – These individual meetings were designed to discuss challenges, metrics, program updates, potential resources and resource sharing, and any other topics identified before the next bi-monthly meeting.
- **Solar Developers Workforce Development Meeting** – This meeting, which convened on August 6, 2018, was designed to share and coordinate solar industry employer needs with grantee training programs.
- **Solar 101 Webinar** – To assist grantees with the development of training program content, ComEd engaged Midwest Renewable Energy Association (MREA) to develop and deliver a Solar 101 webinar for grantee organizations. Some grantees currently utilize content provided in the Solar 101 webinar within their training programs.
- **Midwest Solar Conference** – On November 14, 2018, ComEd partnered with the Illinois Solar Energy Association (ISEA) and hosted a contractor luncheon at McCormick Place in Chicago, Illinois to connect contracting companies with ComEd's contractor programs. Elevate Energy, OAI, Chicago Urban League, and APAC attended this luncheon and/or a job fair the following day.
- **Bronzeville Microgrid Showcase and Job Fair** – On September 15, 2018, IBEW, HACIA, Chicago Urban League, and Elevate Energy participated in ComEd's Bronzeville Microgrid Showcase and Job Fair to describe their respective programs.
- **Uniform Program Metrics Tracking Mechanism** – In 2018, ComEd developed a uniform program metrics tracking mechanism, which is contained within Smartsheet and enables ComEd to provide the compiled metrics data in this Annual Report.

Bronzeville Showcase & Job Fair event at Illinois Tech



FIRST-YEAR BEST PRACTICES AND IMPROVEMENT OPPORTUNITIES

The Plan programs expand job opportunities by bringing together public utilities, businesses and corporations, labor, and community organizations to develop the required skills to strengthen the State's workforce and ensure it is poised to take advantage of the jobs being created in new and innovative fields due to FEJA's enactment. While the employment impact of FEJA's programs is in its infancy due to development timelines, employment opportunities are only expected to grow. To best leverage the training received, grantees reported on solar-related industry job placement, as well as adjusted programs to focus on transferable skills. Grantees also identified **challenges in obtaining information on post-graduation job placement**. Going forward, ComEd and grantees will continue monitoring job placement and exploring avenues to improve on tracking to best help trainees utilize their newly acquired skill sets as more employment opportunities become available.

Over the course of program implementation, each grantee **re-evaluated math-related programming** for alignment with the respective program target audience. This action item arose because several grantees saw that program participants did not have the prerequisite math skills to grasp the concepts being taught as part of technical solar installer training programs. Additional math programming was provided by engaging a math tutor to provide training on topics such as basic math operations, basic math formulas and geometry and implemented outside the classroom "homework" to reinforce principles or topics taught in classroom settings. Coordination between grantees and solar industry



Classroom Training at APAC location

Classroom Training at APAC location



leaders also revealed that prerequisite math skills necessary for technical solar installer training programs may not be as critical for other entry level solar industry positions such as customer service. ComEd will continue to emphasize this type of information sharing to best place trainees going forward.

A significant portion of the trainees have a felony offense within their background. Acknowledging this fact, the Plan includes programs specifically designed to serve returning citizens as defined by Section 16-108.12 of the PUA. To better serve this segment of the population, grantees are currently evaluating, coordinating, and discussing background and **drug testing requirements** with the goal of raising awareness prior to any pre-employment background checks.

Program implementation also revealed that **driver's licenses and willingness to travel to job sites** is a prerequisite for placement in solar installer positions. While most of the training programs were held in population centers where public transportation is readily available (see Appendix A for listing of training locations), grantees highlighted that solar installer employment opportunities sometimes are located in areas where public transportation is not readily available, or require reporting to various locations which makes carpooling more difficult. Grantees are currently discussing potential solutions, such as making a driver's license a program prerequisite or creating a mechanism to help program participants obtain driver's licenses.

WORKFORCE DEVELOPMENT TRAINEE SPOTLIGHT

CYNTHIA MYERS

Cynthia Myers, a single mother of three children, participated in OAI's eight-week training program as part of its very first cohort. From the outset, OAI's staff was impressed with Cynthia's perseverance and dedication; in fact, she had the highest average test score of her entire class. Before enrolling in OAI's program, Cynthia had a minimum wage job. By the time she graduated from the OAI program, Cynthia secured a solar installer position, and within days after receiving her OSHA 10, CPR/First Aid/Bloodborne Pathogen, Forklift, Solar Training and Hazmat certifications, she began work with ReThink Electric at a starting salary of \$18 per hour. She credits OAI's staff with pushing her and believing in her, even when she found it difficult to believe in herself.

“ I would say coming to OAI will wake up something in you that you probably gave up on, and that something is *you*. You really owe yourself the opportunity to be the best you, and I feel you can get that from OAI's training. ”

*Cynthia Myers,
OAI 2018 Graduate*



WORKFORCE DEVELOPMENT TRAINEE SPOTLIGHT

COREY BASFIELD

“ My professor was great and provided an easy learning experience. Illinois Central College's solar training program provided me with the professional head start I needed. ”

*Corey Basfield
IL Central College
Solar Pipeline Training Program
2018 Grad*

Corey Basfield, participated in Illinois Central College's four weeks of training in essential skills, job readiness, and work ethics through its partner organizations, Jobs Partnership Peoria and Tri-County Urban League. He was subsequently selected to be a part of a five-week solar technical training program at Illinois Central College's main campus in Peoria and passed the North American Board of Certified Energy Providers (NABCEP) PV Exam. After completing the training program, Corey obtained a full-time position as a photovoltaic system engineer. According to Corey, Illinois Central College's solar pipeline program really prepared him for his time in the field and showed him how to address client needs while providing a great overview of the employment options within the solar industry.



WORKFORCE DEVELOPMENT TRAINEE SPOTLIGHT

IVAN CARMONA
MICHELLE CLEMENTS

Ivan Carmona and Michelle Clements graduated from Elevate Energy's solar training program in the Marion/Carbondale region. As part of the program, both graduates received hands-on experience installing solar panels on a Habitat for Humanity of Williamson County home. Ivan also worked with Lutheran Social Services in their GRO (Green Re-entry Opportunities) Program to set up a greenhouse for a high rise in Cairo, Illinois. With the skills and experience Michelle received in Elevate Energy's program, she hopes to work as a solar installer while educating the community on local agriculture. Within Elevate Energy's program, Michelle improved her computer skills and obtained knowledge about solar that she wants to share with others. Michelle is currently an outreach representative with Lutheran Social Services through Americorps.

“ I wanted to further my knowledge about solar and know how to build and install solar panels and have a career in it. ”

*Ivan Carmona
Elevate Energy/Grid Alternatives
Solar Pipeline Training Program
2018 Graduate*



“ I took the solar training class with Lutheran Social Services of Illinois to improve my computer skills and prepare myself for a job. ”

*Michelle Clements
Elevate Energy/Lutheran Social
Services of Illinois Program
Solar Training Pipeline Program
2018 Graduate*



WORKFORCE DEVELOPMENT TRAINEE SPOTLIGHT

VANESSA RHODES
RANA MACK

Twenty Eleven Construction (TEC) received its first local public agency contract for Emergency Renovations and Restorations (Xactimate) with the Chicago Public Schools (CPS). The core team that prepared the bid includes three participants of HACIA's program under the Plan (Vanessa Rhodes, Rana Mack, and Torino Norris). According to this core team, the steps outlined in HACIA's lesson plans, coupled with in-classroom discussions and professional insights from their instructor Juan Calahorrano, played instrumental roles in helping them submit a winning proposal.

“ Since starting the FEJA program I have gained an outlook beyond what I thought my capabilities were. Each course within the FEJA program has allowed me to visualize where I want the company to be and the skillsets to do it. We all start off as a small business owner, however with the tutelage I've received I desire to want more and HACIA's FEJA program has given me that access - and I'm using it! ”

*Vanessa Rhodes
Twenty Eleven Construction Inc*

“ Taking advantage of the FEJA Program, working with staff from HACIA, and instructors from St Augustine's, Institute for Workforce Education, gave me the benefit to successfully grow and team-up with my partner (Vanessa) to achieve contracts beyond our imagination. ”

*Rana Mack
DMR Development Group LLC*



APPENDIX A: TABLE OF GRANTEE TRAINING LOCATIONS

Grantee	Training Address
IL Central College	5407 N. University, Hickory Hall, Peoria, IL 61635
IL Central College	Illinois Central College, One College Drive, East Peoria, IL 61635
Elevate Energy	12900 S Throop St, Calumet Park, IL 60827
Elevate Energy	Prisoner Family Ministry, 102 East DeYoung, Suite B, Marion, IL 62959
Chicago Urban League	4510 S. Michigan Avenue, Chicago, IL 60653
Chicago Urban League	Quad County Urban League, 1685 N. Farnsworth Ave., Aurora, IL 60505
Chicago Urban League	Springfield Urban League, 100 N. Eleventh Street, Springfield, IL 62703
OAI	15800 State St., South Holland, IL 60473
OAI	180 N. Wabash Ave., #750, Chicago, IL 60601
NLEI	2011 W. Pershing Rd., Chicago, IL 60609
Safer Foundation	571 W. Jackson Blvd., Chicago, Illinois 60661
Aspira	Pantoja High School, 3121 W. Pulaski, Chicago, IL 60641
HACIA	St. Augustine, 2610 W. 25th Place, Chicago, IL 60608
Chatham	7300 S. Cottage Grove Ave., Chicago, IL 60619
IBEW	6201 W. 115th St., Alsip, IL 60803
IBEW	Prosser, 2148 N. Long Ave, Chicago, IL 60639
IBEW	Juarez, 1450-1510 W. Cermak Rd. Chicago, IL 60608
IBEW	Olive Harvey, 10001 S. Woodlawn Ave., Chicago, IL 60628
APAC	Youth Connection Charter School West, 4909 W. Division, Chicago, IL 60651
APAC	335 N. Mason, Chicago, IL 60651
IBEW	Local 34, Peoria, IL 61603
IBEW	Local 117, Crystal Lake, IL 60014
IBEW	Local 134, Chicago, IL 60616
IBEW	Local 145, Moline, IL 61265
IBEW	Local 146, Decatur, IL 62526
IBEW	Local 150, Libertyville, IL 60048
IBEW	Local 176, Joliet, IL 60431
IBEW	Local 193, Springfield, IL 62703
IBEW	Local 197, Bloomington, IL 61705
IBEW	Local 309, Collinsville, IL 62234
IBEW	Local 364, Rockford, IL 61108
IBEW	Local 461, Aurora, IL 60506
IBEW	Local 538, Danville, IL 61834
IBEW	Local 601, Champaign, IL 61822
IBEW	Local 649, Alton, IL 62002
IBEW	Local 701, Warrenville, IL 60555
IBEW	Local 702, West Frankfort, IL 62896

ENVIRONMENTAL JUSTICE ZIP CODES*

46304	60636
60402	60637
60409	60638
60411	60639
60419	60643
60428	60644
60429	60647
60438	60649
60458	60651
60466	60652
60471	60653
60608	60809
60612	60827
60617	61601
60618	61603
60619	61604
60622	61605
60623	61606
60624	61607
60627	61614
60628	61615
60629	

*The zip codes for environmental justice communities above were self-identified by individual program participants and/or participating organizations. This report provides program details and updates for calendar year 2018, a time period prior to the identification of environmental justice communities based upon census blocks for the Illinois Power Agency's Long-Term Renewable Resources Procurement Plan ("LTRRPP") purposes. The methodological framework to identify environmental justice communities for the purposes of the LTRRPP was approved by the Illinois Commerce Commission on April 3, 2018. Designated environmental justice census blocks were identified as part of the LTRRPP implementation process in 2019. It is ComEd's understanding that as of the filing of this report, a self-designation process is ongoing.



FUTURE ENERGY JOBS ACT

2018 WORKFORCE DEVELOPMENT
IMPLEMENTATION PLAN REPORT

