MINORITY, WOMEN & EVANSTON BUSINESS ENTERPRISE DEVELOPMENT COMMITTEE

Wednesday, February 20, 2019 6:30 P.M.
Lorraine H. Morton Civic Center, 2100 Ridge Avenue, Aldermanic Library

AGENDA

1. CALL TO ORDER / DECLARATION OF QUORUM

2. APPROVAL OF MEETING MINUTES of January 16, 2019

3. Guest Introductions

4. UNFINISHED BUSINESS
   a. eLink Gateway Proof of Concept
   b. Evanston Rebuilding Warehouse Proposal Update

5. STAFF REPORTS
   a. M/W/EBE and LEP Tracking Report
   b. 2019 Capital Planning Projects & LEP Summary Update

6. NEW BUSINESS
   a. 2019 CIPP Sewer Rehabilitation Contract A - Award of Contract
   b. LEP Ordinance Penalty Language Discussion
   c. Green Jobs Presentation
   d. Procurement 101 Discussion

7. ADJOURNMENT
MINORITY, WOMEN & EVANSTON BUSINESS ENTERPRISE (M/W/EBE) DEVELOPMENT COMMITTEE

Wednesday, January 16, 2019
6:30 P.M.
Lorraine H. Morton Civic Center, 2100 Ridge Ave, Room 2403 - Lagoon Conference Room

MEMBERS PRESENT: Ald. Rue-Simmons, Ald. Braithwaite, Joshua Gutstein, Malik Kemokai, Yves Lassere, Nasutsa Mabwa, Jessica Oldani, and Juneitha Shambee

MEMBERS ABSENT: Kenneth Rodgers

STAFF PRESENT: CFO/ City Treasurer Hitesh Desai, Purchasing Manager Tammi Nunez and Business Diversity Compliance Coordinator Sharon Johnson

OTHERS PRESENT: Joel Klahn (Bulley and Andrews), and Lee Fantroy (BOWA)

PRESIDING MEMBER: Ald. Rue-Simmons

1. Declaration of a Quorum
With a quorum present Ald. Rue-Simmons called the meeting to order at 6:35 pm.

2. Approval of Minutes
Motion to approve the Minutes as presented from December 19, 2018 made by Ald. Braithwaite and seconded by Y. Lassere. Vote called and taken. Motion passed unanimously.

3. Guest Introduction:
Evanston Chamber member, Nasutsa Mabwa (replacing Bob Reece); Joel Klahn (Bulley and Andrews), and Lee Fantroy (BOWA) – LEP Update

Joel Klahn of Bulley and Andrews gave an update on Robert Crown Project: to date: $7.7 million, 49% Women and Minority total project. 68% award of projects, plan to finish awards by 1st quarter. Will schedule meeting with Kevin Brown City Young Adult Program Manager to discuss clients he works with and potential job placements (skills, list, types of jobs and needs). Bulley and Andrews efforts to reach local residents included job fairs, outreach to local residents, and contacting unions with members residing in Evanston; and pushing trade contractors to look into unions for local residents. BA noted some of the trade unions have no Evanston members (residents to participate). Committee asked BA to document local hiring and track their local spend (printing catering or lunch, and measure any incidentals that are not true measurements of our goal.

4. Unfinished Business
CFO/ City Treasurer Hitesh Desai updated the Committee on the balance of the LEP Violation Account. After audit of account current balance is $58,371.01; $18,500.00 FY 2013 violation fees collected were not included in account total Staff is confident the fees were deducted, but not recorded in the system; contactor paid penalty and entire payment applied against expense account (money was unapplied, to
LEP account). At this time staff is still tracking fees. Once backup documentation is verified he will have the money moved to LEP account after discussion with City Manager. Transfer to the LEP should be made by the end of January; total account will be approximately $77,000.

5. STAFF REPORTS
   a. MWEBE Tracking Report Update
      Business Workforce Compliance Coordinator S. Johnson gave an overview of the report:
      - Four (4) 2018 rollover projects that will be assessed penalties.
        - MAG Construction – South Standpipe (75% complete, no effort to comply with LEP),
        - Copenhaver Construction - Fountain Square,
        - Church St. Harbor (Steel Fabrication) - Koviliv Construction, and
        - Chandler Newberger - Amber Mechanical Contractors, Inc.
      - Howard Street project no new numbers should be wrapping up this quarter.
      - Ms. Johnson anticipated $34,000 in penalty fees for 2018 rollover projects.
   b. 2018 Capital Planning Projects (Hold for next meeting discussion): Lara Biggs will be available next month with 2019 CIP report.

6. New Business
   a. Alderman Rue-Simmons asked Sustainability Coordinator Kumar Jensen to work on a green job fair that we could possibly host, sponsor or facilitate. Growing demand for Green Jobs in industry and we have an opportunity to let out residents know that they need to prepare themselves and connect them with institutions that can provide certifications; these are career paths, they are great living wage jobs that they can do as an employee or go into entrepreneurship paths and prepare for the demand that is here. Alderman Rue-Simmons and Braithwaite will meet with Kumar, he will give them background on the industry; he will present at next on demand and what a green job fair could look like. Committee asked to bring suggestions, names of organization’s in the industry that will be a good fit for the fair; most likely would go beyond local businesses to get content experts.

7. Adjournment
   Motion to adjourn made by Ald. Braithwaite and seconded by J. Oldani. Vote called and taken. Motion passed unanimously. Meeting adjourned at 7:35 pm.

Respectfully Submitted,
Tammi Nunez, Purchasing Manager
To: Members of the MWEBE Committee

From: Wally Bobkiewicz, City Manager

Subject: Evanston Local Spend - eLink Feasibility Study and Proof of Concept

Date: February 20, 2019

In an effort to better analyse local Evanston spend, the City will be moving forward with Value Innovation Technologies (VIT) eLink Gateway technology proof of concept. After discussion with VIT Executives, the City was presented with their proof of concept terms to determine if there are enough EBE's to sustain an effective e-commerce marketplace. VIT will perform a proof of concept study to demonstrate the feasibility of Evanston e-commerce marketplace. The study deliverables will include: branded customized online shopping site within their Gateway platform for thirty (30) days to staff; local businesses product reporting, interest survey, and savings report. The cost of the proof of concept will be $5,000. The city will execute the agreement Thursday, February 21, 2019.
eLink™ Gateway Proof of Concept Terms

**Purpose**
VIT will perform a proof of concept study to demonstrate the feasibility of an Evanston e-commerce marketplace designed to improve opportunities for local businesses to win business from the City of Evanston.

**Problem Statement**
The City of Evanston has a desire to increase the amount of business it does with Evanston Business Enterprises (EBEs or local businesses). The eLink platform can host an online marketplace that can facilitate the achievement of this goal. The City would like to confirm that there are enough EBEs to constitute an effective marketplace.

**Scope of Work**
- Analysis of the available local vendors for an Evanston marketplace
- Survey to document the interest of local vendors in participating in an Evanston marketplace
- Identification of opportunities to increase spend with local businesses
- Identification of opportunities for cost savings
- Develop sample shopping catalog

**Methodology**
VIT will engage local professional organizations, outreach organizations, and vendors who have done business with the City to ascertain the interest of local businesses in participating in an Evanston Marketplace. VIT will also quantify the results of this research.

VIT will perform analytics on the Client’s historical spend data to identify product and/or service categories most often purchased by the City and will identify opportunities to increase spend with local businesses and opportunities for savings through increased competition.

**Client Resources**
The City of Evanston will make the following resources available to VIT
- Personnel who can provide VIT with insight into its future purchasing plans and insight into existing and desired purchasing workflows.
- Two years of historical spend data to include the following: product/service category, vendor name, vendor part number, manufacturer’s part number, unit of measure, quantity per unit of measure, product description, commodity name, UNSPSC code, quantity purchased, unit price, extended price, order number, order date, and vendor contact information.
System Integration
VIT will not integrate the eLink™ platform with any of the Client’s systems or with the systems of any of the Client’s Vendors during the proof of concept.

Deliverables

- VIT will deliver a report documenting the number of local businesses (including their product or service offering) identified as available to participate in the Evanston Local Marketplace.
- VIT will deliver a survey documenting the interest of local businesses in participating in an Evanston Local Marketplace.
- VIT will deliver a savings report that documents the potential savings identified during the proof of concept.
- VIT will deliver to the Client a branded and customized online shopping site, within the eLink™ Gateway platform, that includes one or more shopping catalogs made up of a sampling of the products available from up to three local businesses. The catalog(s) will include examples of automatic product substitutions for high-volume and/or frequently purchased items.

Term
VIT will provide the deliverables to the City of Evanston approximately eight weeks after the receipt of the historical purchasing data. VIT will make the sample catalog available to the City of Evanston for 30 days.

Cost
$5,000.00. This fee is due and payable upon the signing of this term sheet.

Agreed:

__________________________  ________________________________
City of Evanston, IL          Value Innovation Technologies Corp.
Client

__________________________  ________________________________
By                          By

__________________________  ________________________________
Name                        Cy Kennedy

__________________________  ________________________________
Title                       Name

__________________________  ________________________________
Title                       CEO
February 2019 Update to the MWEBE Committee
Pathways to Union Apprenticeship Programs for Evanston residents

The Evanston Rebuilding Warehouse is pleased to provide an update to the City of Evanston MWEBE Committee on its efforts to build out pathways to union apprenticeship programs in Evanston.

Community Partnership with Union Apprenticeship Programs
We continue to work directly with individual union apprenticeship programs to understand their recruitment processes and seek community partner status with them. This status allows us to have access to their entrance exams, tailor our curriculum to help trainees meet the requirements, and directly refer individuals to enter their apprenticeship programs. The unions we are connecting with include:

Chicago Regional Council of Carpenters - we are their community partner and are able to recommend candidates that will fast track enrollment into their apprenticeship program.

International Brotherhood of Electrical Workers Local 134 - on January 25, we hosted a site visit for Maurice King, their Vice President, and he has granted us community partner status with their apprenticeship program. In this union it means that a receipt that shows graduation from our program earns significant points for a candidate’s application. Their next recruitment class is in April 2019 and we have at least one trainee that will apply.

International Union of Bricklayers and Allied Craftworkers - on January 28, they hosted our trainees for a 3 hour visit to their district council training center. They are eager to work with us and build their ranks, especially among potential African American bricklayers. They do not have official community partner status but provided us with their entrance exam and will work with us on their next recruitment cycle in April 2019.

On February 4 we will visit the Pipefitters Union Training Hall and will seek community partnership status with them.
Our visit to the Bricklayers Union was an affirmation that our developing pathways to union apprenticeship program can and will result in careers that provide living wages and benefits. Using this visit as an example, we saw that:

- Our workforce trainees now understand the many career options that a bricklayer provides, and heard firsthand the success that comes from graduating their apprenticeship program. At least two people are now very motivated to become bricklayers!
- Our organization can prepare trainees for the application requirements. The union provided us with the entrance exam and can work with us to streamline the process for qualified candidates.
- Apprenticeship programs are stepping stones for careers with living wages and benefits. This union’s apprenticeship program is 10 weeks. After the training, apprentices would make $23/hour for 3 years. After graduation, they would make $46/hour.

**Partnership with Bennett Johnson**

We are drafting a partnership agreement with Bennett Johnson and his construction education program. The initial agreement would allow our trainees to attend Bennett’s study sessions on topics like math for entry into union apprenticeship programs. We will also seek work experience opportunities for Bennett’s trainees in our workshop. And we will work together to develop employer relationships to ensure that all of our graduates find meaningful employment, ideally in our community.

**Exploring online options for industry recognized certifications**

Part of our workforce training program is to provide the OSHA 10 Construction Certification to our trainees. In an effort to save money, we partnered with OAI, Inc. to receive access to an online course for our trainees. Our early experiences show that it is a more difficult and time consuming way to gain the certification. It has thus far taken our trainees at least 18 hours to work through the course and it is not as interactive as an in-person option. We will seek trainees’ feedback after the course is completed in early February 2019 but expect that we will look to schedule in person trainings in the future.

**Conclusion**

We appreciate the opportunity to provide this update. We are eager to continue growing this work. Funding from the MWEBE Committee would increase our capacity to ensure that qualified candidates, especially Evanston residents, can get on a pathway to career success in the building trades as soon as possible.
### 2019 MWEBE Goal Compliant

<table>
<thead>
<tr>
<th>Dept.</th>
<th>Date</th>
<th>RFP/Bid</th>
<th>Project Title/Evanston Work Hours</th>
<th>Total Bid Amt</th>
<th>Total Labor Cost / LEP Labor Cost</th>
<th>% MWEBE</th>
<th>Name of MWEBE</th>
<th>MBE</th>
<th>WBE</th>
<th>EBE</th>
<th>DBE</th>
<th>Subcontract Amount</th>
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<td>Bid 18-60</td>
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<td>$68,932/$10,340</td>
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<td>Everlights Inc.</td>
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<td>19.4%</td>
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<td>Total to Date</td>
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<td>1</td>
<td>0</td>
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<td>$68,932.00</td>
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<td>RFP 18-57</td>
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<td>February Total</td>
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<td>$133,318.34</td>
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<tr>
<th></th>
<th>LEP Penalty Total 2013-2017</th>
<th>*Estimated 2018</th>
<th>Collected Amount to Date for 2018</th>
<th>Estimated Total to Date</th>
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<td>$76,871.59</td>
<td>$34,113.80</td>
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<td>$110,985.39</td>
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*Estimated amounts not yet collected

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2019 M/W/EBE Goal Compliance & Waiver Report
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<th>Base Bid Amount</th>
<th>Project Title</th>
<th>Company</th>
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<td>No Bid #</td>
<td>$214,073.00</td>
<td>Chandler Newberger Community Ctr</td>
<td>Garland /DBS Inc</td>
<td>Precludes Subcontracting Opportunities</td>
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<td>Year to Date</td>
<td></td>
<td>$214,073.00</td>
<td></td>
<td></td>
<td></td>
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</table>

**M/W/EBE Tacking Report Legend**
- PWA Public Works Agency
- ADM Administration
- HLT Health
- IT Information Technology
- CED Com Econ Dev
- LIB Library
- CMO City Manager’s Office
GREEN JOBS

Kumar Jensen
Sustainability Coordinator
City Manager’s Office

kjensen@cityofevanston.org
847-448-8199
@GreenEvanston
CARP GOALS

1. 100% Renewable Electricity  2030
2. Carbon Neutral  2050
3. Zero Waste  2050
GUIDING PRINCIPLES

1. Equity-Centered
2. Outcome-Focused
3. Cost-Effective and Affordable
GREEN JOBS/CAREERS

1. Jobs in businesses that produce goods or provide services that benefit the environment or conserve natural resources.

2. Jobs in which workers’ duties involve making their establishment’s production processes more environmentally friendly or use fewer natural resources.
GREEN JOBS/POLICY

1. Green New Deal
2. Future Energy Jobs Act (FEJA)
3. Illinois Clean Energy Jobs Coalition
4. CARP
The U.S. has gained almost 150,000 solar jobs since 2010. Uncertainty over the impact of tariffs and state policies helped put the brakes on job growth in 2018.

Sustained policy support for solar and renewable energy is vital. That's how we create new jobs, lower energy costs, reduce carbon emissions, and boost local economies.
THE SOLAR JOB MARKET IN 2018

26% OF ALL SOLAR EMPLOYERS & 33% OF INSTALLERS & PROJECT DEVELOPERS SAID IT WAS “VERY DIFFICULT” TO HIRE QUALIFIED EMPLOYEES.

22% OF INSTALLATION FIELD STAFF SPEND MOST OF THEIR TIME OUT-OF-STATE.
**SOLAR WORKFORCE DEMOGRAPHICS**

- **26%** Women
- **17%** Latino/Hispanic
- **9%** Asian
- **8%** Black/African American

**Veterans** make up **7.8%** of solar workers, compared to **6.6%** of the overall U.S. workforce.

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**CHALLENGES TO GROWTH**

Top challenges companies named as “very significant.”

- **50%** Policy Challenges
- **31%** Supply/Cost of Materials
- **30%** Interconnection Delays
- **28%** Permitting Delays

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**MOST DIFFICULT POSITIONS TO FILL**

1. Sales, marketing, customer service
2. Management
3. Electrician/construction workers

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**MEDIAN WAGES**

- **Entry-Level Full-Time Installers:** $24/hour for electricians, $19/hour for non-electricians
- **Mid-Level Full-Time Installers:** $32/hour for electricians, $28/hour for non-electricians

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**PERCENTAGE OF U.S. SOLAR MANUFACTURERS PRODUCING THESE COMPONENTS**

- **Modules:** 31%
- **Mounting structures:** 28%
- **Monitoring systems:** 24%
- **Inverters:** 15%
- **Trackers:** 12%

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The 2018 Solar Jobs Census – The Solar Foundation
solarjobscensus.org accessed on 2/15/19
<table>
<thead>
<tr>
<th>State</th>
<th>2018 Solar Jobs</th>
<th>2017 Solar Jobs</th>
<th>Year/Year Growth</th>
<th>Solar Jobs Rank</th>
<th>Solar Jobs Per Capita Rank</th>
<th>2018 Ratio of Solar Worker to Overall Workforce</th>
<th>2017 Ratio of Solar Worker to Overall Workforce</th>
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<td>AK</td>
<td>66</td>
<td>72</td>
<td>-7%</td>
<td>52</td>
<td>52</td>
<td>1:4,909</td>
<td>1:4,721</td>
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<td>AL</td>
<td>614</td>
<td>468</td>
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<td>43</td>
<td>50</td>
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<td>AR</td>
<td>369</td>
<td>284</td>
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<td>47</td>
<td>51</td>
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<td>9</td>
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<td>1</td>
<td>3</td>
<td>1:225</td>
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<td>CO</td>
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<td>8</td>
<td>8</td>
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<td>CT</td>
<td>2,193</td>
<td>2,168</td>
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<td>28</td>
<td>22</td>
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<td>1:785</td>
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<td>1:593</td>
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<td>GA</td>
<td>3,696</td>
<td>4,310</td>
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<td>HI</td>
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<td>IA</td>
<td>844</td>
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<td>4%</td>
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<td>KS</td>
<td>896</td>
<td>538</td>
<td>66%</td>
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<td>43</td>
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<td>1:2,560</td>
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<td>1,293</td>
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<td>ME</td>
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<td>-11%</td>
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<td>1:882</td>
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<td>MN</td>
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<td>8%</td>
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<td>2,609</td>
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<tr>
<td>MS</td>
<td>770</td>
<td>923</td>
<td>-17%</td>
<td>41</td>
<td>46</td>
<td>1:1,523</td>
<td>1:1,223</td>
</tr>
<tr>
<td>MT</td>
<td>274</td>
<td>208</td>
<td>31%</td>
<td>49</td>
<td>47</td>
<td>1:1,759</td>
<td>1:2,272</td>
</tr>
<tr>
<td>NC</td>
<td>6,719</td>
<td>7,622</td>
<td>-12%</td>
<td>9</td>
<td>19</td>
<td>1:675</td>
<td>1:572</td>
</tr>
<tr>
<td>ND</td>
<td>233</td>
<td>145</td>
<td>60%</td>
<td>50</td>
<td>44</td>
<td>1:1,865</td>
<td>1:2,905</td>
</tr>
<tr>
<td>NE</td>
<td>1,328</td>
<td>1,375</td>
<td>-3%</td>
<td>33</td>
<td>17</td>
<td>1:778</td>
<td>1:716</td>
</tr>
<tr>
<td>NH</td>
<td>890</td>
<td>1,051</td>
<td>-15%</td>
<td>36</td>
<td>18</td>
<td>1:782</td>
<td>1:633</td>
</tr>
<tr>
<td>NJ</td>
<td>6,410</td>
<td>7,106</td>
<td>-10%</td>
<td>11</td>
<td>15</td>
<td>1:657</td>
<td>1:580</td>
</tr>
<tr>
<td>NM</td>
<td>2,168</td>
<td>2,522</td>
<td>-14%</td>
<td>29</td>
<td>10</td>
<td>1:395</td>
<td>1:323</td>
</tr>
<tr>
<td>NV</td>
<td>6,680</td>
<td>6,564</td>
<td>2%</td>
<td>10</td>
<td>1</td>
<td>1:211</td>
<td>1:203</td>
</tr>
<tr>
<td>NY</td>
<td>9,729</td>
<td>9,012</td>
<td>8%</td>
<td>4</td>
<td>28</td>
<td>1:996</td>
<td>1:1,045</td>
</tr>
</tbody>
</table>
1. Solar installers
   • National Average $48,640 annually ($23.38/hr)
   • Illinois Average $66,100 annually ($31.78/hr)

2. National median income for all workers was $37,690

All data for 2017

All data taken from
https://www.recruiter.com/salaries/solar-photovoltaic-installers-salary/
accessed on 2/14/19
Illinois is home to 119,377 clean energy jobs

Energy Efficiency, Renewables Top Clean Energy Industries in Illinois
Illinois’ clean energy industry continues to grow and is home to 119,377 clean energy jobs.¹ From 2016 to 2017, overall clean energy jobs grew by just less than 1 percent. Illinois leads the Midwest in energy efficiency jobs (86,916 jobs, 3.5 percent growth rate) and renewable energy jobs (16,956, 7.6 percent). Renewable energy job growth in Illinois accounted for nearly one-third (30%) of the entire region’s growth in renewable jobs. By comparison, Illinois is home to just 31,821 fossil fuel jobs.

All data taken from 2018 Clean Jobs Midwest Executive Summary – Illinois accessed on 2/14/19
CLEAN ENERGY JOBS

SECTOR BREAKDOWN

Fig. 1:
Clean Energy Technology Sectors, 2017

- Energy Efficiency: 72.80%, 86,916 jobs
- Renewable Energy: 14.20%, 16,956 jobs
- Advanced Transportation: 6.90%, 8,273 jobs
- Clean Fuels: 4.80%, 5,736 jobs
- Storage/Smart Grid: 1.30%, 1,497 jobs

1. Unless otherwise stated, all data is based on the 2018 U.S. Energy and Employment Report (Source: National Association of State Energy Officers; Energy Futures Initiative). The report incorporates an updated methodology that captures more energy efficiency manufacturing jobs than in previous years. Unlike past Clean Jobs Midwest reports, this year’s report does not count fossil fuel industry workers who also spend a portion of their time on renewable energy or energy efficiency as clean energy jobs. See the About section at cleanjobsmidwest.com/about for full details.
$30 million for three training programs:

1. Solar Training Pipeline
2. Craft Apprenticeship Program
3. Multicultural Jobs Program

Directs funding for training toward diverse communities and those who struggle most to find employment, including former foster children and ex-offenders.
FEJA PROGRAMS

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
FEJA PROGRAMS

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
1. Explicitly connect CARP policies with workforce/career opportunities
   • Ex. Training in building energy management as a part of our energy benchmarking ordinance

2. Host career training event(s) and/or career “fair(s)”
   • $5,000 from Good Neighbor Fund for 2019
TAKEAWAYS

1. Solar and energy efficiency jobs:
   • Will increase in Illinois in the coming years
   • Pay for solar jobs in particular are very good on average

2. State legislation (FEJA) provides structure and resources for training support

3. Local climate plan (CARP) provides opportunity for increased attention and resources on this sector