



The Work Ahead: Staffing the Clean Energy Economy

September 29, 2023

Agenda

- 1. Housekeeping and Introductions**
- 2. Advancing Inclusion Through Clean Energy Jobs**
- 3. State Policies Advancing Equity and Inclusion in the Clean Energy Economy**
- 4. DCEO's CEJA & State Workforce/Contractor Ecosystem**
- 5. Solar Workforce Development Programs: Successes and Challenges (From a Workforce Training Organization Standpoint)**
- 6. Q&A**

- **Introduction and Scope**
- **Power Hour is a series of educational and informative presentations on a wide range of clean energy topics and emerging issues**
- **Today's Power Hour:**
 - **Accelerating the shift to a clean energy economy requires a workforce that's diverse, skilled, and ready. This webinar will examine the role of workforce development and look at challenges and opportunities for ensuring a smooth transition.**
 - **Future IPA Power Hour Webinars will cover other topics related to the clean energy economy in Illinois**

Upcoming Webinar

IPA Hour 9: The Modern Grid

Date: October 27, 2023

Time: 12-1pm CST

[REGISTER HERE](#)

About the IPA


Vision:

"A clean, reliable, and cost-effective energy future for residents and businesses across Illinois"

- Independent State Agency created in 2007
- Responsible for the development of an annual Electricity Procurement Plan for customers of electric utilities
- Supports the Illinois Renewable Portfolio Standard (RPS) through the development and implementation of:
 - Long-Term Renewable Resources Procurement Plan
 - Competitive procurement for utility-scale projects
 - Solar incentive programs for homes and businesses



Advancing Inclusion Through Clean Energy Jobs



Advancing Inclusion through Clean Energy Jobs

BROOKINGS
Metropolitan Policy Program

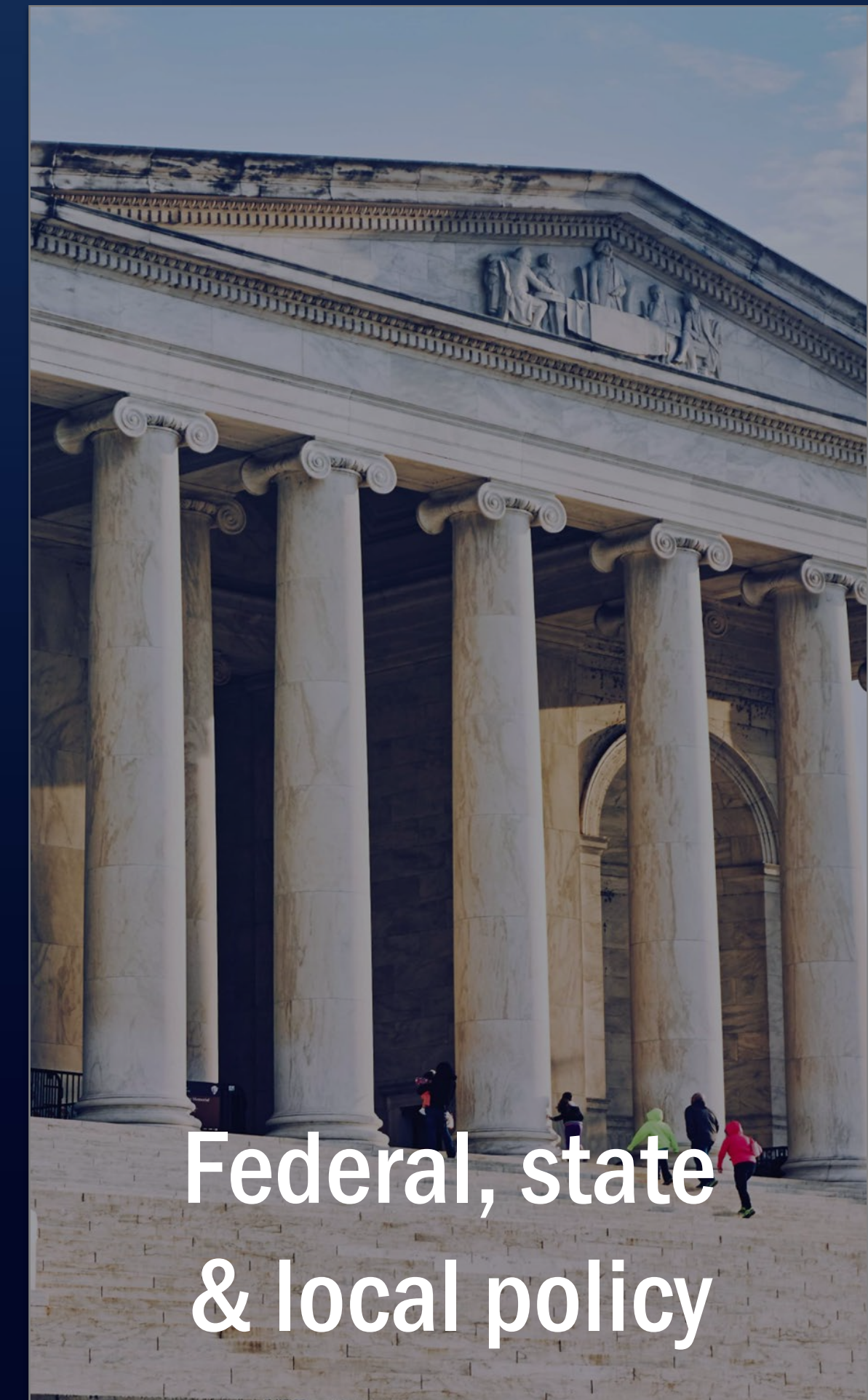
Joseph Kane

September 2023





Ongoing transition to the clean economy



Importance of workforce: Growing body of research

Green Jobs O

SIZE THE ECO

Rep Invest

Dixie Sommers

A NATIONAL AN

U.S. Energy and Employment Report

May 2018

www.usenergyjobs.org

NASEO
National Association of State Energy Officials

ENERGY FUTURES INITIATIVE

2017
NATIONAL SOLAR JOBS CENSUS

The SOLAR FOUNDATION
for a bright future

U.S. WIND INDUSTRY ANNUAL MARKET REPORT 2017
EXECUTIVE SUMMARY

WindIQ AWEA AMERICAN WIND ENERGY ASSOCIATION

Energy Policy 56 (2013) 644–652

Contents lists available at SciVerse ScienceDirect

ELSEVIER

Energy Policy

journal homepage: www.elsevier.com/locate/enpol

ENERGY POLICY

Clean energy policies and green jobs: An evaluation of green jobs in U.S. metropolitan areas

Hongtao Yi*

John Glenn School of Public Affairs, The Ohio State University, 1810 College Rd, Columbus, OH 43210, United States

HIGHLIGHTS

- ▶ This study evaluates employment effects of state and local clean energy policies.
- ▶ We find state clean energy policies have moderate positive impacts on green jobs.
- ▶ We find local climate policies have moderate positive impact on green jobs.

ARTICLE INFO

ABSTRACT

Clean Economy Jobs

Clean economy jobs are jobs that:

- (1) are directly involved in the production, transmission and distribution of **clean energy**;
- (2) **impact end-use energy consumption** through the manufacturing of energy-saving products, the construction of energy-efficient buildings, and the provision of services that promote energy efficiency;
- (3) help **manage the environment**, and conserve and regulate natural resources.

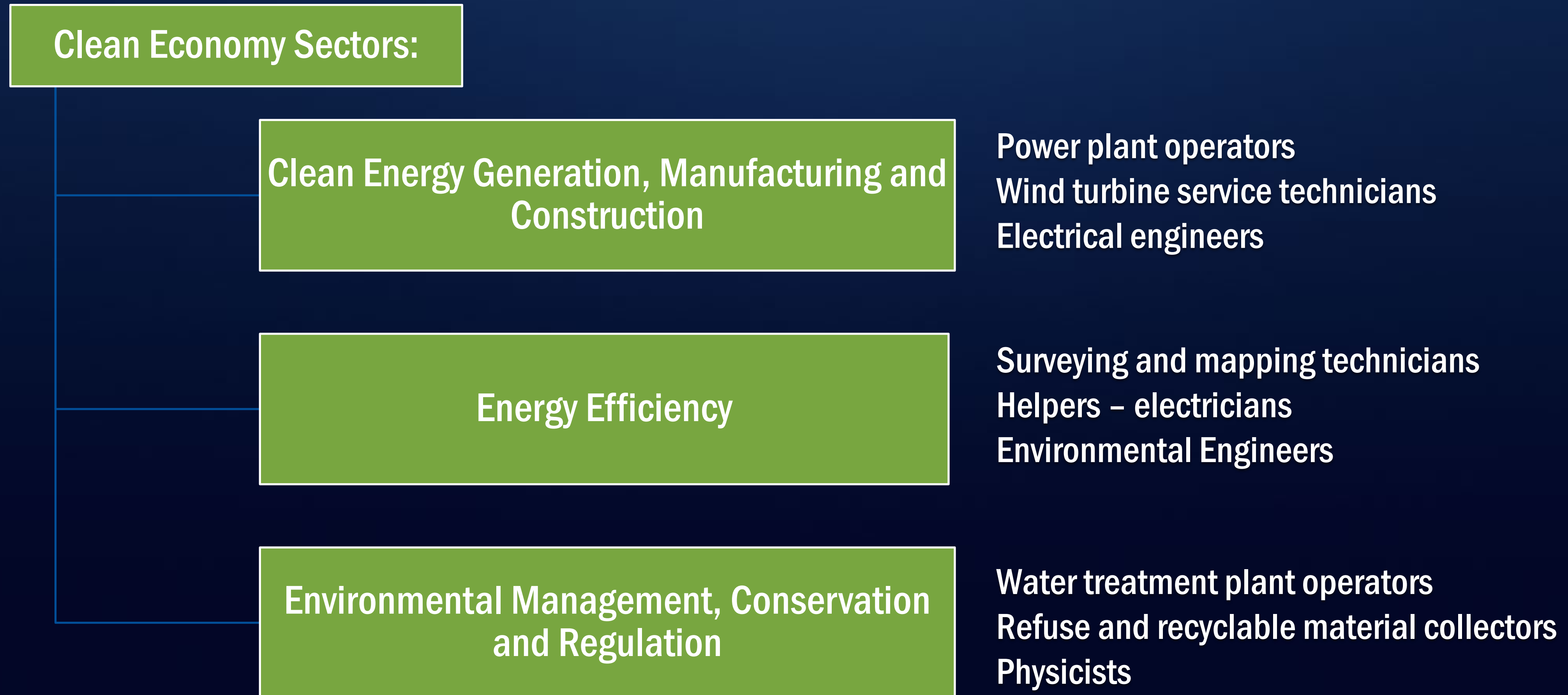


Finding 1

A wide range of industries and occupations are implicated in the transition to the clean energy economy.

A wide variety of occupations are critical to the clean economy transition

Sample occupations by clean economy sector



Each industrial sector includes a sizable amount of workers

Including 320 unique occupations across all three sectors



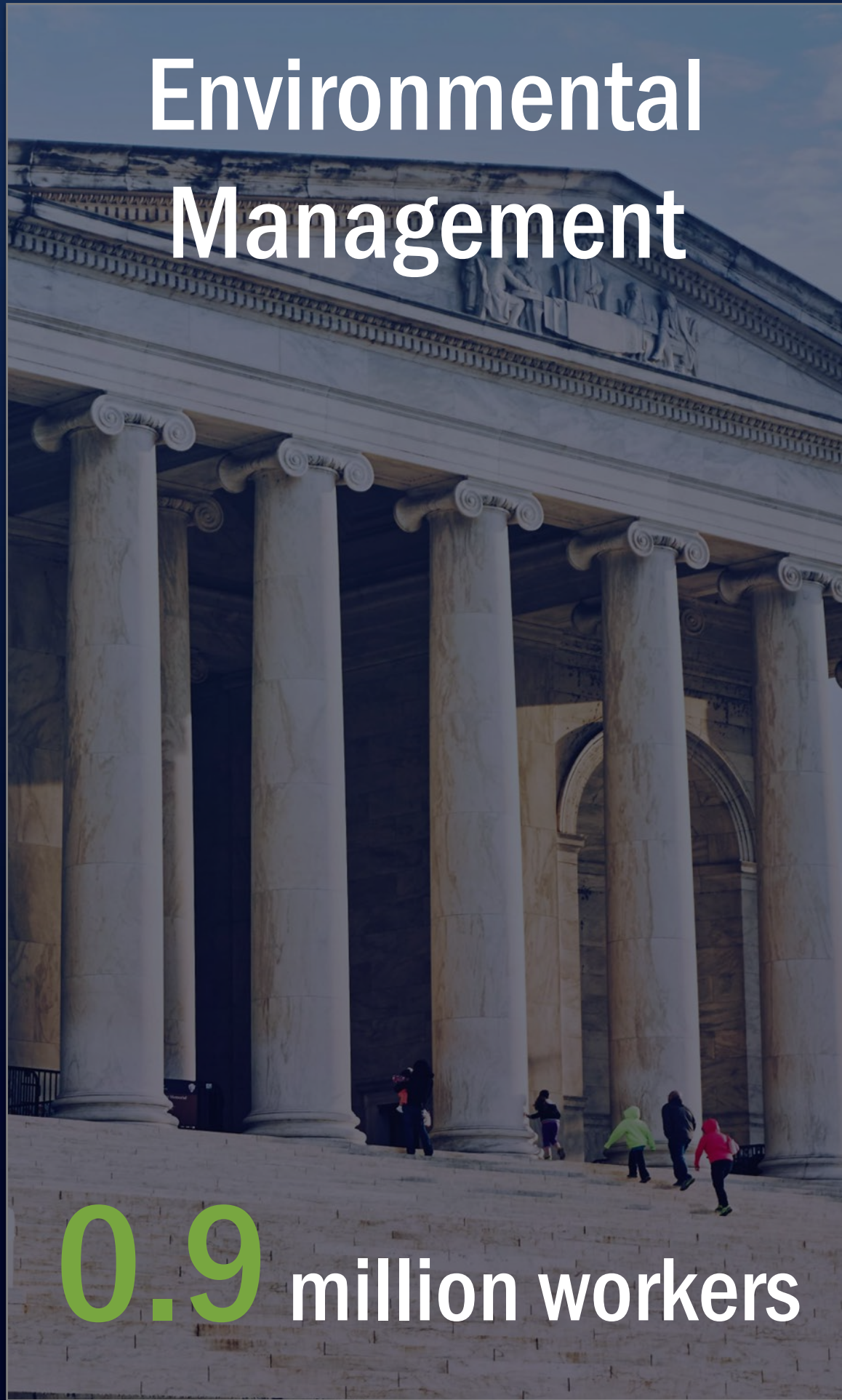
Clean Energy Production

1.3 million workers



Energy Efficiency

4.4 million workers



Environmental Management

0.9 million workers

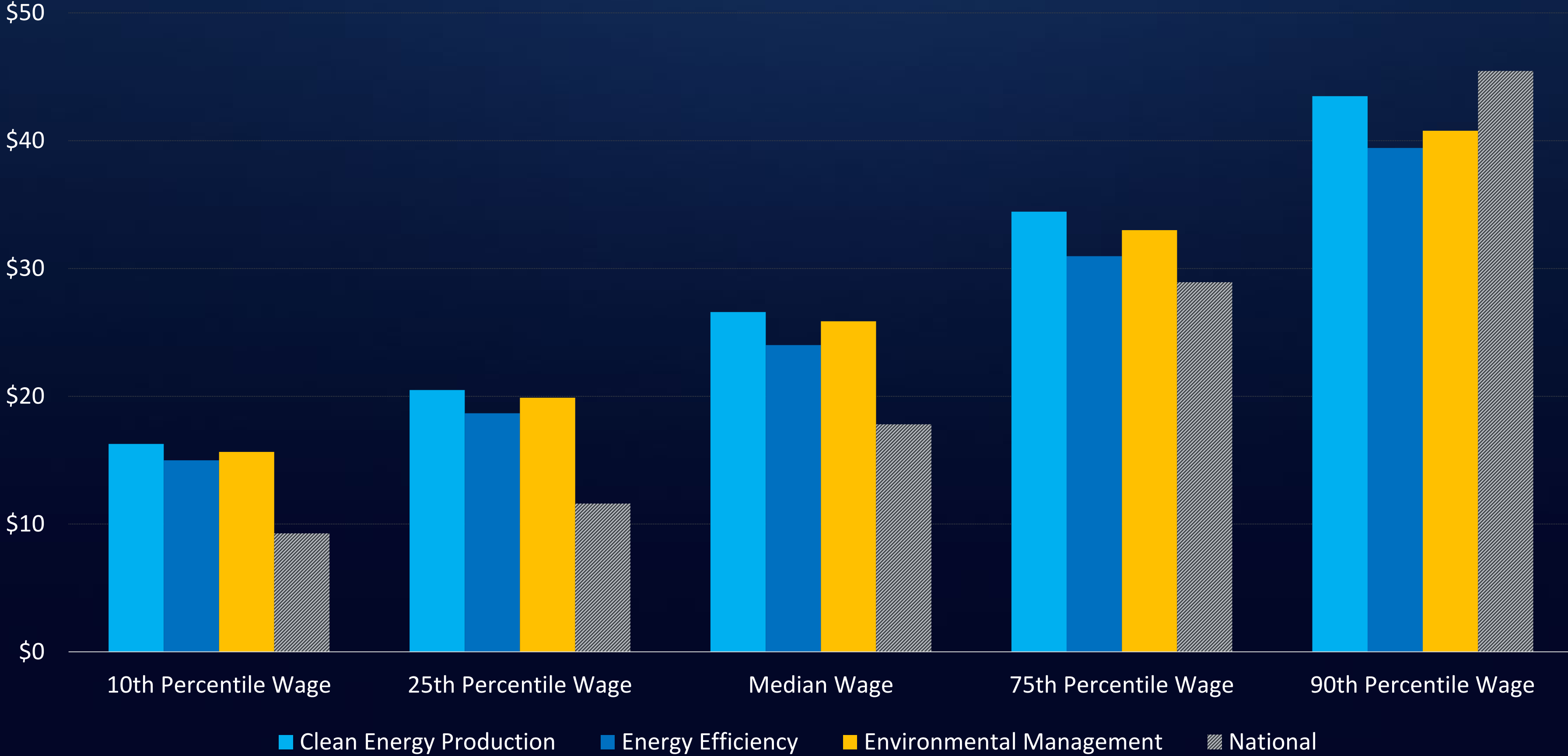
A photograph of two workers in safety gear (hard hats, safety glasses, and harnesses) handling a large solar panel. The image is dimmed and serves as a background for the text. The workers are positioned on either side of the panel, which is held upright. The panel is a large, rectangular array of smaller solar cells.

Finding 2

Across all clean economy sectors, workers are paid higher and more equitable wages compared to the aggregate US economy.

Clean economy sectors offer wage premiums to low-income workers

Hourly wage at the 10th, 25th, 50th, 75th and 90th percentiles by clean economy sector



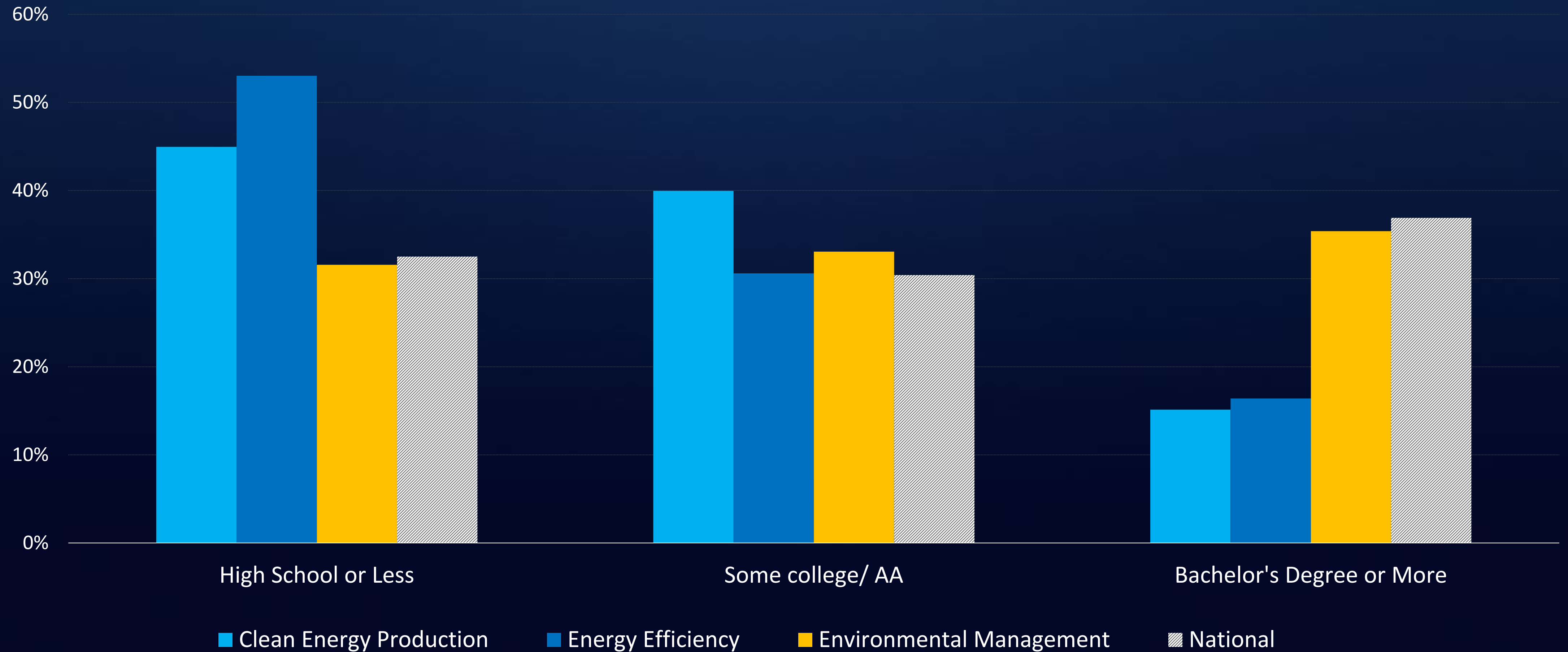
*Note: Wages based on a employment-weighted average by sector
Source: Brookings analysis of BLS OES data*

Finding 3

While wages are more competitive, there are fewer educational barriers to entry in these occupations.

The clean economy offers pathways for workers with lower educational attainment

Educational attainment by clean economy sector



Source: Brookings analysis of BLS Employment Projections data

Clean energy economy workers rely more on work experience and training

Share of total workers in specific clean economy sectors

17%

Clean energy production and energy efficiency workers with a **bachelor's degree or higher**

75%

Clean energy production and energy efficiency workers that **require on-the-job training**

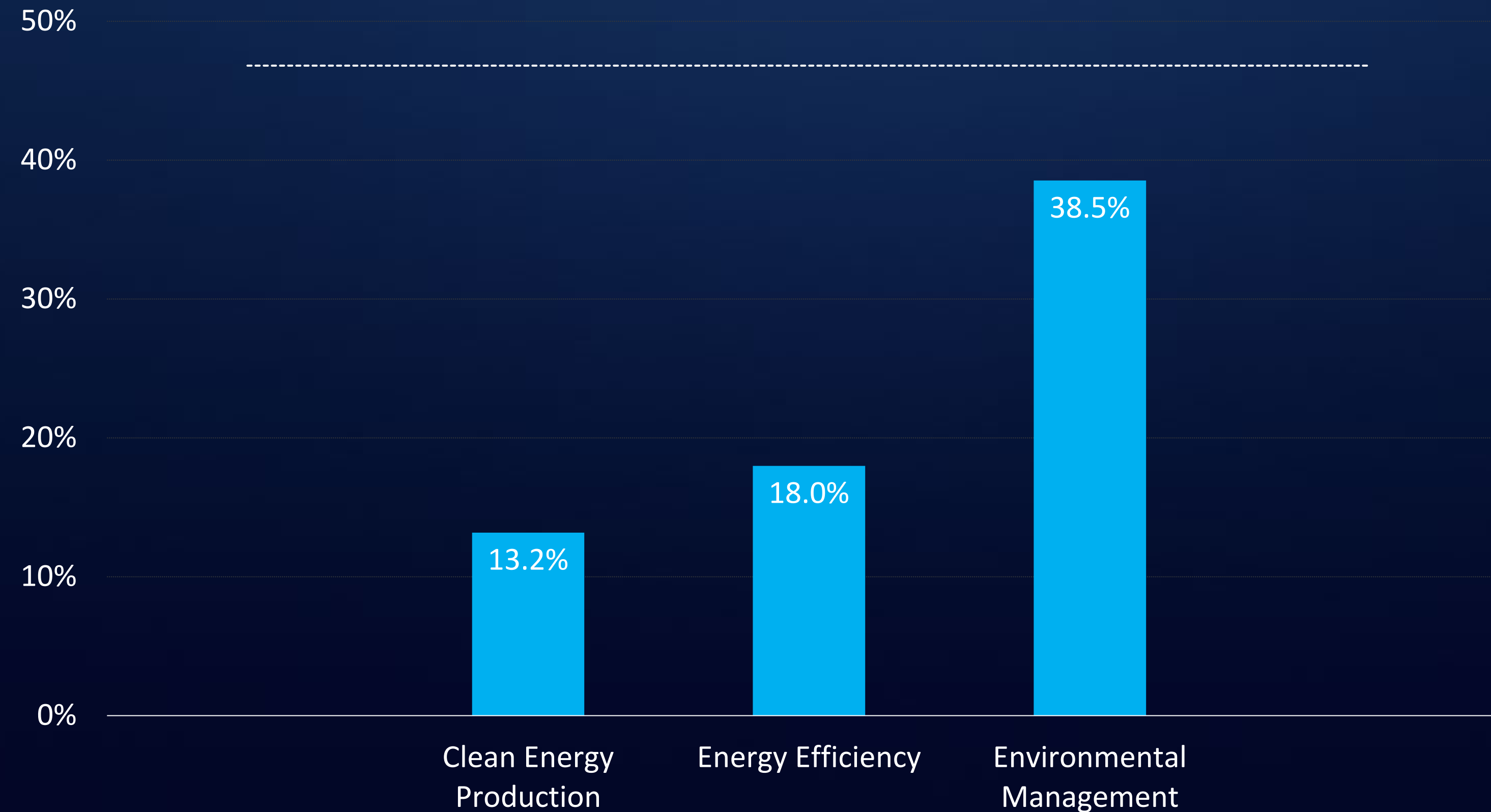
A worker wearing a white hard hat and a high-visibility safety vest is kneeling on a roof, working on a large array of solar panels. The worker is holding a tool and appears to be connecting or adjusting the panels. The background shows a residential area with houses and trees under a clear sky.

Finding 4

Workers in the clean economy tended to lack demographic diversity in many cases.

There are fewer women across all sectors in the clean economy

Share of women workers by clean economy sector

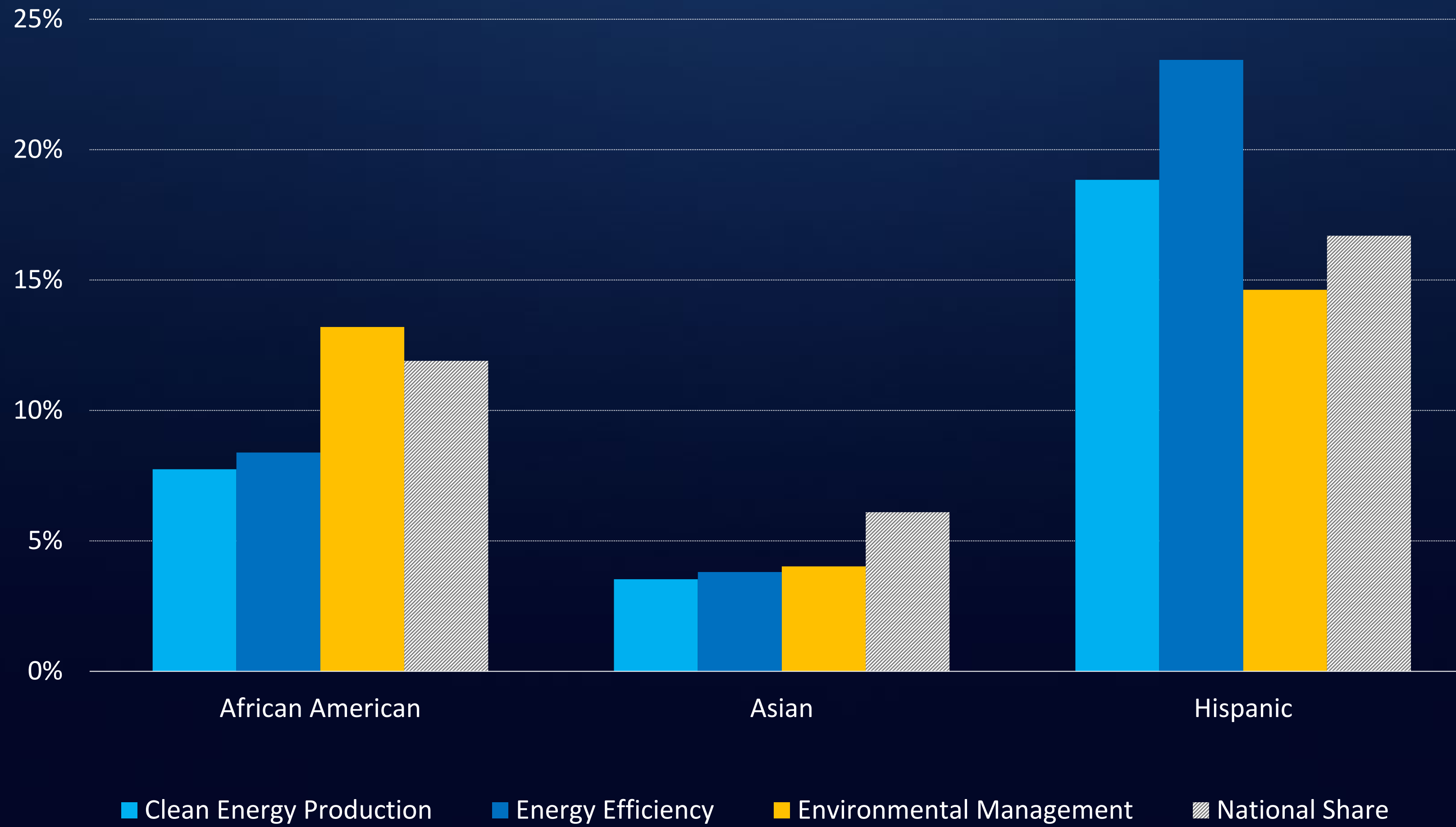


■ Share of women workers by sector ---- National share of women workers

Source: Brookings analysis of Current Population Survey (CPS) data

There are mixed results in terms of racial diversity among workers

Race of workers by clean economy sector



Source: Brookings analysis of Current Population Survey (CPS) data

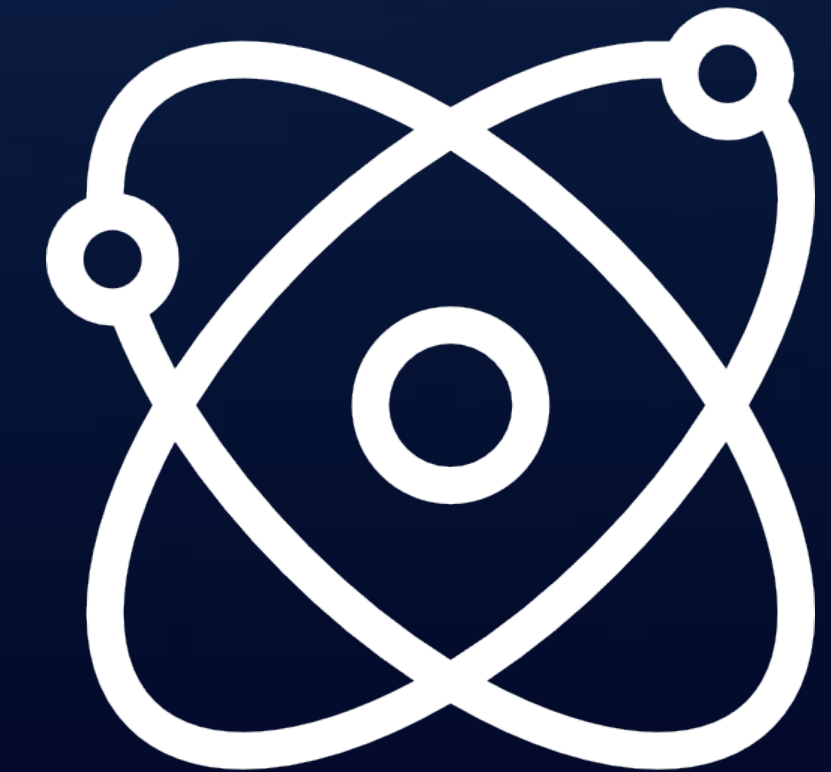
1 The clean economy promotes a more inclusive economy



**Wages
are high**



**Educational barriers
are low**



**Occupations promote
STEM knowledge**

2 The obstacles to greater inclusion are clear



**Male-dominated
workforce**



**Imbalanced gender and
racial diversity**

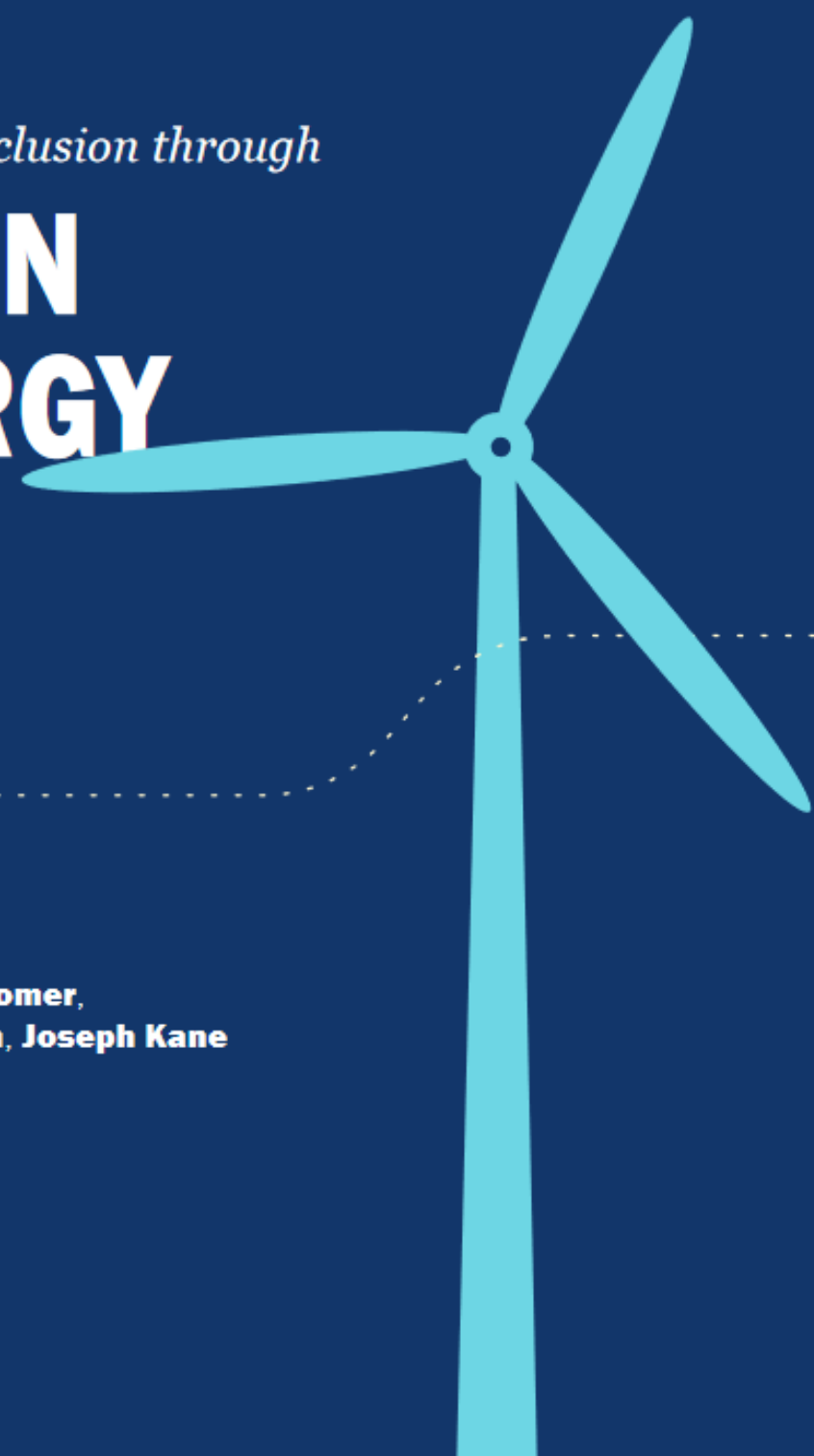


**Need for pipeline
to younger workers**



Advancing inclusion through

CLEAN ENERGY JOBS



**Mark Muro, Adie Tomer,
Ranjitha Shivaram, Joseph Kane**

April 2019

B Metropolitan Policy Program
at BROOKINGS

RENEWING THE WATER WORKFORCE

Improving water infrastructure and creating a pipeline to opportunity

JOSEPH KANE AND ADIE TOMER, JUNE 2018

B Metropolitan Policy Program
at BROOKINGS

B Brookings Metro

DECEMBER 2022

SEIZING THE U.S. INFRASTRUCTURE OPPORTUNITY: INVESTING IN CURRENT AND FUTURE WORKERS

JOSEPH W. KANE



State Policies Advancing Equity and Inclusion in the Clean Energy Economy

IPA DEI Goals



The IPA recognizes that DEI is central to its mission and is imperative to the work we do as an Agency.

At the IPA, we strive to:

- **Ensure the uniqueness and dignity of all individuals**
- **Foster a culture of belonging and strive for equity**
- **Ensure DEI principles inform our work in the clean energy sector**
- **Strengthen and advance equity in the clean energy industry by increasing access to the growing clean energy economy for communities that have been historically excluded from economic opportunities with the energy sector**

DEI Requirements Under CEJA

- **CEJA strengthens equity and diversity requirements for IPA-administered incentive programs and procurements**
- **Implementation of the new CEJA provisions include:**
 - **The Equity Accountability System**
 - EEC Category of Illinois Shines
 - Minimum Equity Standards
 - Prioritization of bids within competitive procurements
 - **Upcoming Racial Disparity Study**
 - **Data Collection**
 - **Outreach to Small and Disadvantaged Businesses**
 - **Energy Workforce Equity Portal**

Minimum Equity Standard

CEJA created an Equity Accountability System mandating minimum equity standards for certain IPA-administered renewable energy programs and procurements.

The Minimum Equity Standard (“MES”) helps ensure that the growing clean energy economy is accessible by everyone.

Under the MES, an increasing portion of the workforce of an entity participating in the IPA’s Illinois Shines Program or competitive renewable energy procurements must meet baseline equity requirements.

EnergyEquity.illinois.gov

Welcome to the Energy Workforce Equity Portal

For Employers

CONNECT TO JOB SEEKERS, REGISTER AS A CLEAN ENERGY COMPANY, AND POST JOBS

For Job Seekers

CONNECT TO EMPLOYERS, EXPLORE JOBS, AND APPLY TO BECOME EQUITY ELIGIBLE PERSONS

Energy Workforce Equity Portal



Connect clean energy companies with potential EEPs looking for jobs in the clean energy industry

Provide a job board for positions with clean energy companies

Provide online applications to be certified as an EEP

EEPs can use the portal to post their availability to entities seeking to hire EEPs and find information on workforce training programs

Prevailing Wage Requirements

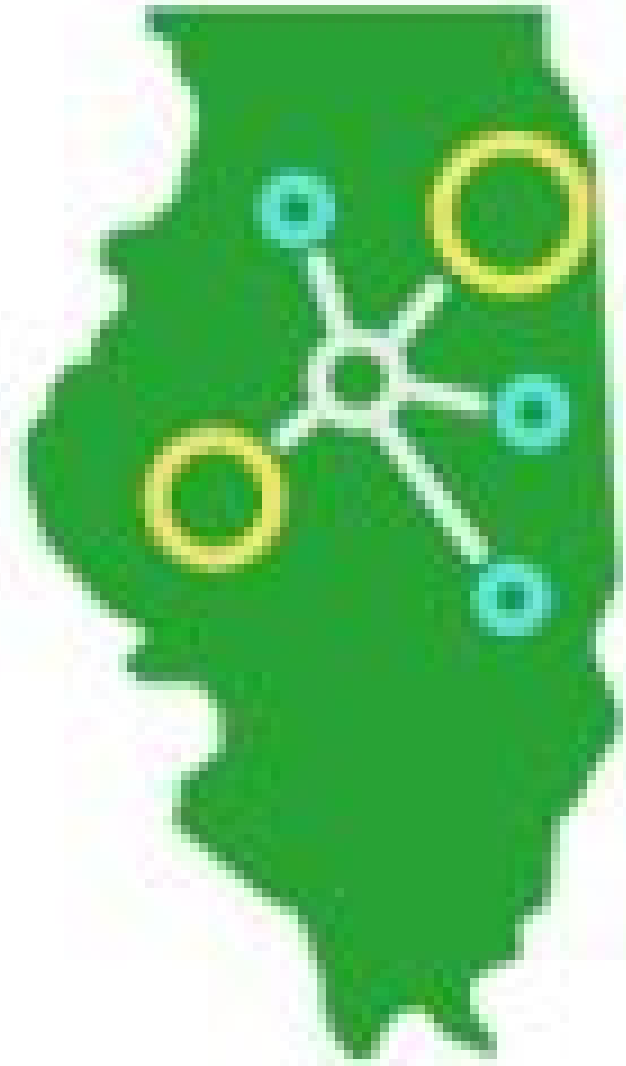
- **Section 1-75(c)(1)(Q) of IPA Act requires the following project types to comply with Prevailing Wage Act:**
 - **New utility-scale solar, wind, and brownfield site projects**
 - **New solar projects participating in IL Shines, except:**
 - **Projects serving residential buildings (single-family or multi-family)**
 - **Projects no more than 100kW in size that serve "houses of worship"**
 - **Large DG projects that were on a waitlist as of Dec 14, 2021**
 - **Any construction that occurred before September 15, 2021 (pre-CEJA), does not need to comply**

Project Labor Agreements

- **Section 1-75(c)(1)(Q)(2): new utility-scale wind, solar, and brownfield site projects must be built under a project labor agreement**
- **IPA Act defines "project labor agreement" as a "pre-hire collective bargaining agreement that covers all terms and conditions of employment on a specific construction project"**
- **PLA must include goals for "apprenticeship hours to be performed by minorities and women"**
 - **Must include planned strategy for meeting those goals**



DCEO's CEJA & State Workforce/Contractor Ecosystem



DCEO CEJA & State Workforce/Contractor Ecosystem

September 29, 2023

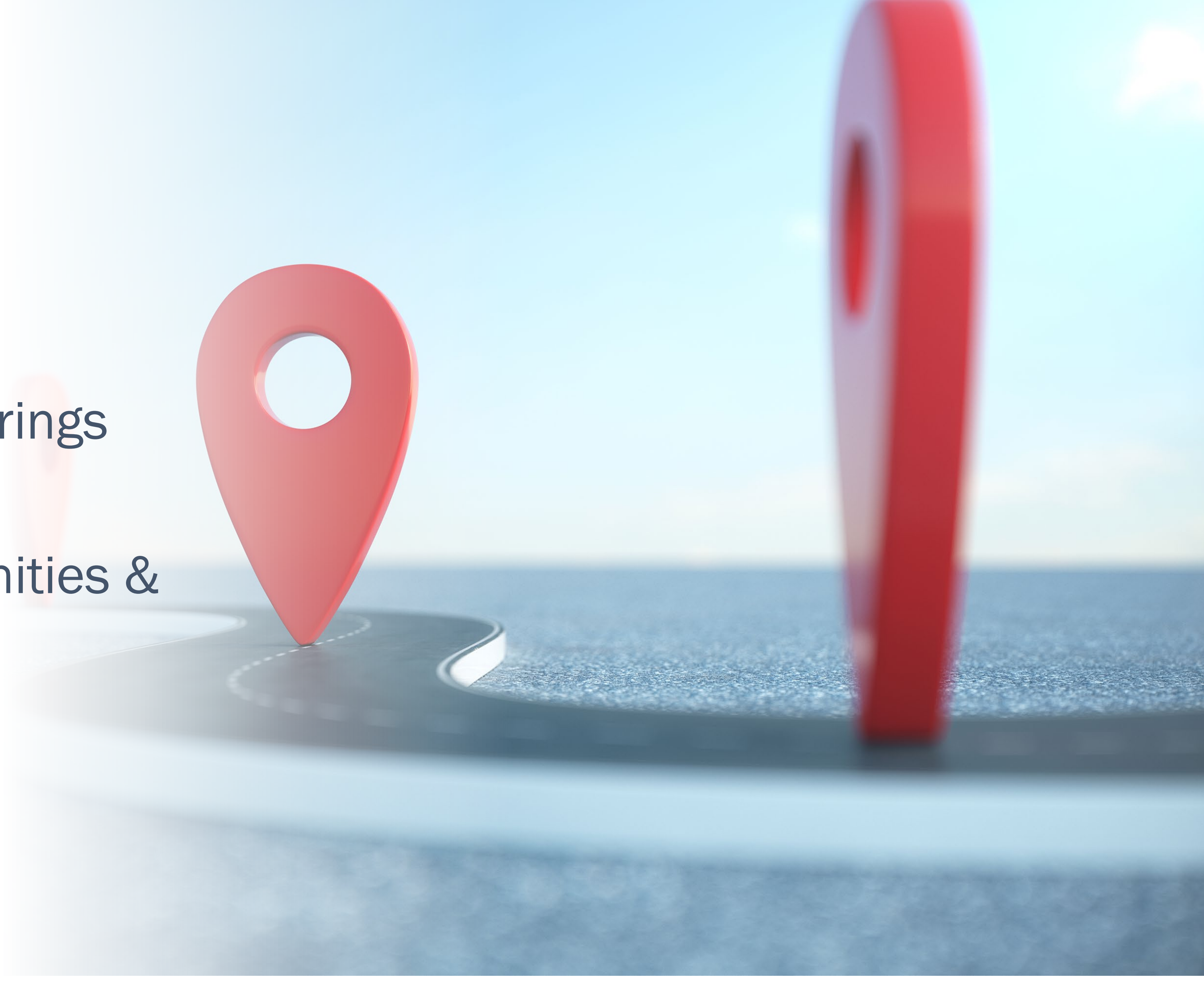


Illinois
Department of Commerce
& Economic Opportunity

JB Pritzker, Governor

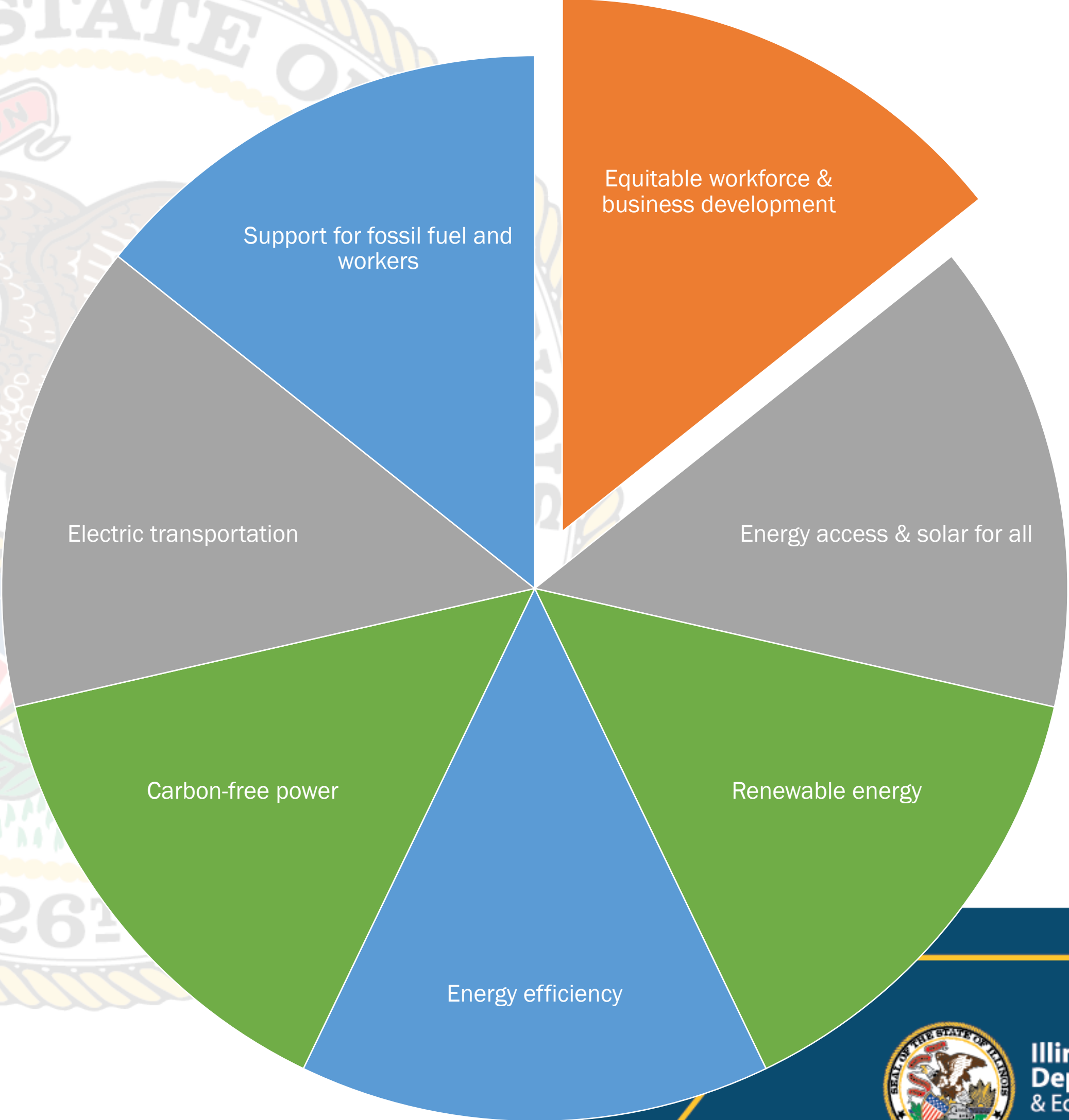
Roadmap

- CEJA Ecosystem
- CEJA Training Offerings
- Timeline
- Highlight Opportunities & Resources



What is the Climate and Equitable Jobs Act, or CEJA?

Comprehensive energy legislation that centers equity and puts Illinois on track to achieve 100 percent renewable energy by 2050.



Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

What is Equity?



Illinois
Department of Commerce
& Economic Opportunity
JB Pritzker, Governor

Equity focused program culture: More than just numeric participant targets



CEJA Workforce and Contractor Programs

Contractor support programs



Contractor Incubator
\$21M/yr.



Contractor Primes Accelerator
\$9M/yr.

Workforce training programs



Clean Jobs Workforce Network
\$21M/yr.



Climate Works Pre-apprenticeship
\$9M/yr

Workforce support programs

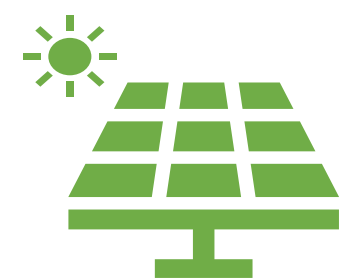


Energy Transition Navigators
\$6M/yr.



Energy Transition Barrier Reduction
\$15M/yr

Economic Development Jobs & Environmental Justice



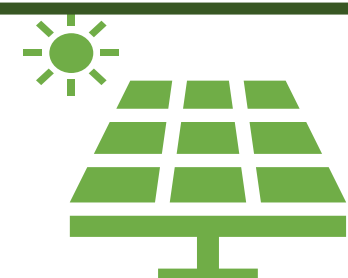
Coal to Solar



Energy Transition Community Grant
\$40M/yr



Equitable Energy Future Grant
Up to \$34M/yr



Solar Energy Sovereignty Grant
Up to \$8.5M/yr



Returning Resident Clean Jobs
\$6M/yr

Commissions, Councils, & More

- Energy Transition Workforce Commission
- Energy Workforce Advisory Council
- Jobs & Justice Fund



13 Regional Workforce / Contractor Hubs + 3 Regional Climate Works Pre-Apprenticeship Centers/Prime Accelerator Hubs

- Chicago West Side
- Chicago Southwest Side
- Joliet
- Waukegan
- Aurora

Climate Works / Accelerator 1

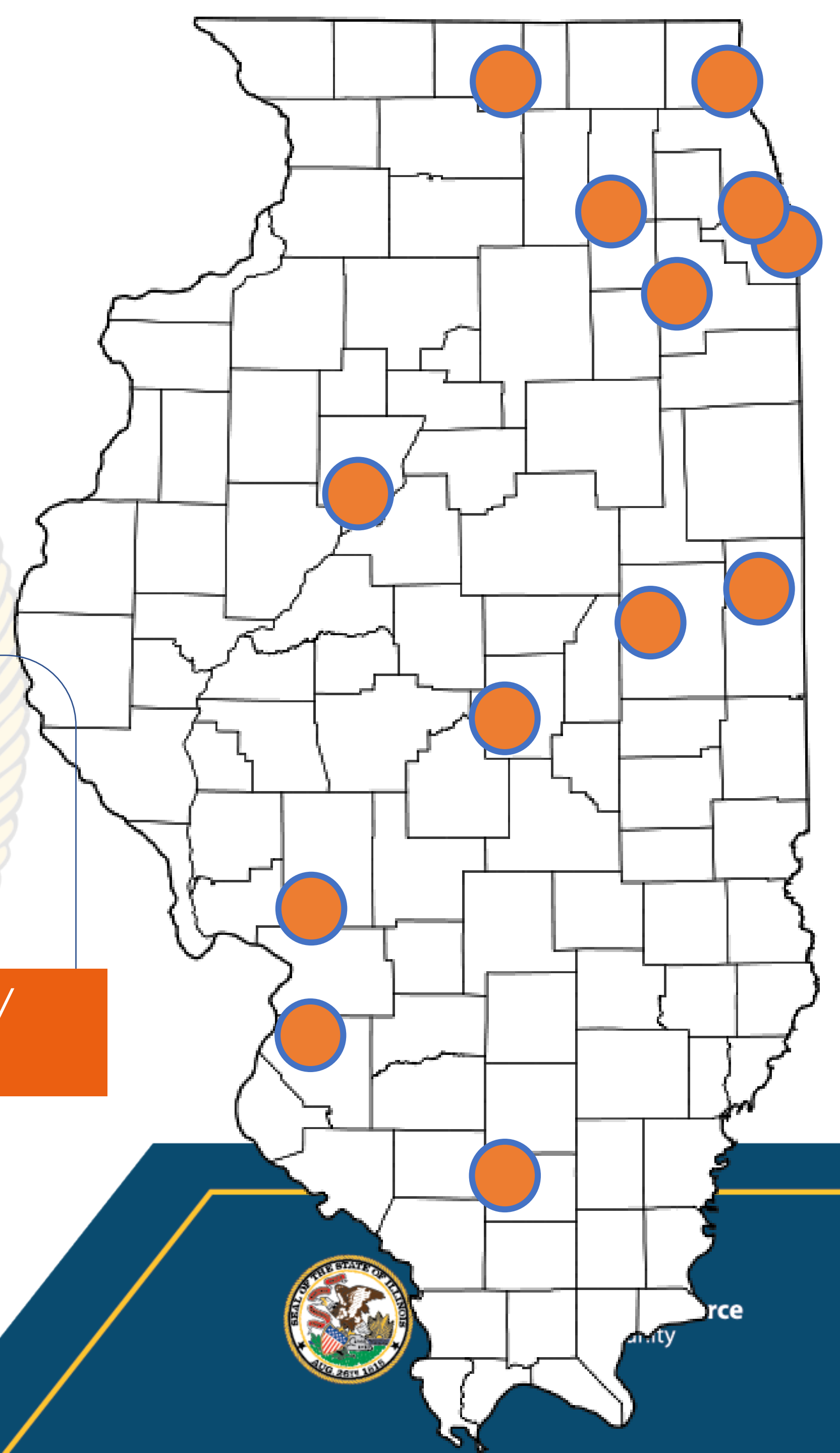
- Decatur
- Carbondale
- East St. Louis
- Alton

Climate Works / Accelerator 3

- Rockford
- Champaign
- Peoria
- Danville

Climate Works / Accelerator 2

Department of Corrections facilities: TBD





Contractor
Incubator
Program
\$21M/yr.

Clean Energy Incubator (Section 5-45, pg 23)

- Program Criteria:

- 13 Program delivery Hub Sites
- Delivered by community-based organizations and their subcontractors
- Access to low-cost capital and financial support for small clean energy businesses.
- Support for business operations, such as obtaining permits and insurance
- Provide training and mentorships
- Provide recruitment and ongoing engagement with entities that hire contractors and subcontractors for renewable energy projects
- Connection to DOL

- Participant Criteria:

- Owners of clean energy contractor businesses and nonprofits who reside EJ or R3 communities
- Who reside in eligible communities. Preference shall be given to applicants who:
 - face barriers to employment; such as low educational attainment,
 - prior involvement with the criminal legal system,
 - language barriers;
 - graduates of or currently enrolled in the foster care system;
- Displaced energy workers as defined by Energy Community Reinvestment Act



Illinois
Department of Commerce
& Economic Opportunity
JB Pritzker, Governor

Equitable Energy Future Grant

Section 5-60 pg 51

Program Criteria:

- Seed funding and pre-development funding to equity eligible contractors to support energy efficiency (EE) and renewable energy (RE) projects.

Project Activities:

- planning and project development,
- professional services: architecture, design, engineering, auditing, consulting, and developer services;
- project application, deposit, and approval;
- purchasing and leasing of land;
- permitting and zoning;
- interconnection application costs and fees, studies, and expenses;
- equipment and supplies;
- community outreach, marketing, and engagement;
- staff and operations expenses

Applicant Criteria:

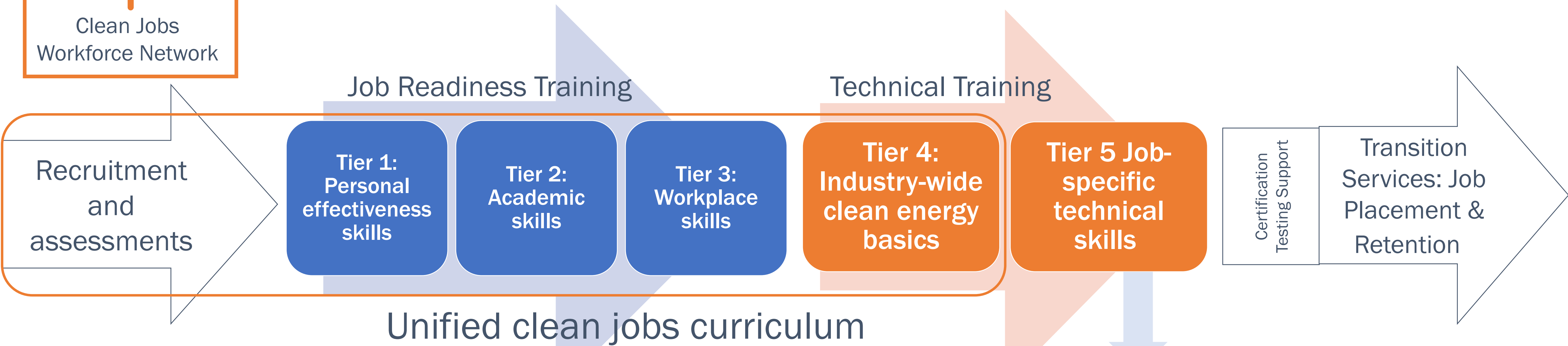
- Equity Eligible Contractors: [Become an Equity Eligible Contractor – Illinois Adjustable Block Program \(illinoisabp.com\)](https://illinoisabp.com), [Illinois Adjustable Block Program - EEC Designee Application & Attestation \(office.com\)](https://office.com)
- Provide demonstrable proof of a historical or future, and persisting, long-term partnership with the community in which the project will be located





Clean Jobs
Workforce Network

What will the training look like?



Hubs will decide which job-specific training options to offer based on:

- Local job needs
- Community needs
- Training availability
- Employer partnerships

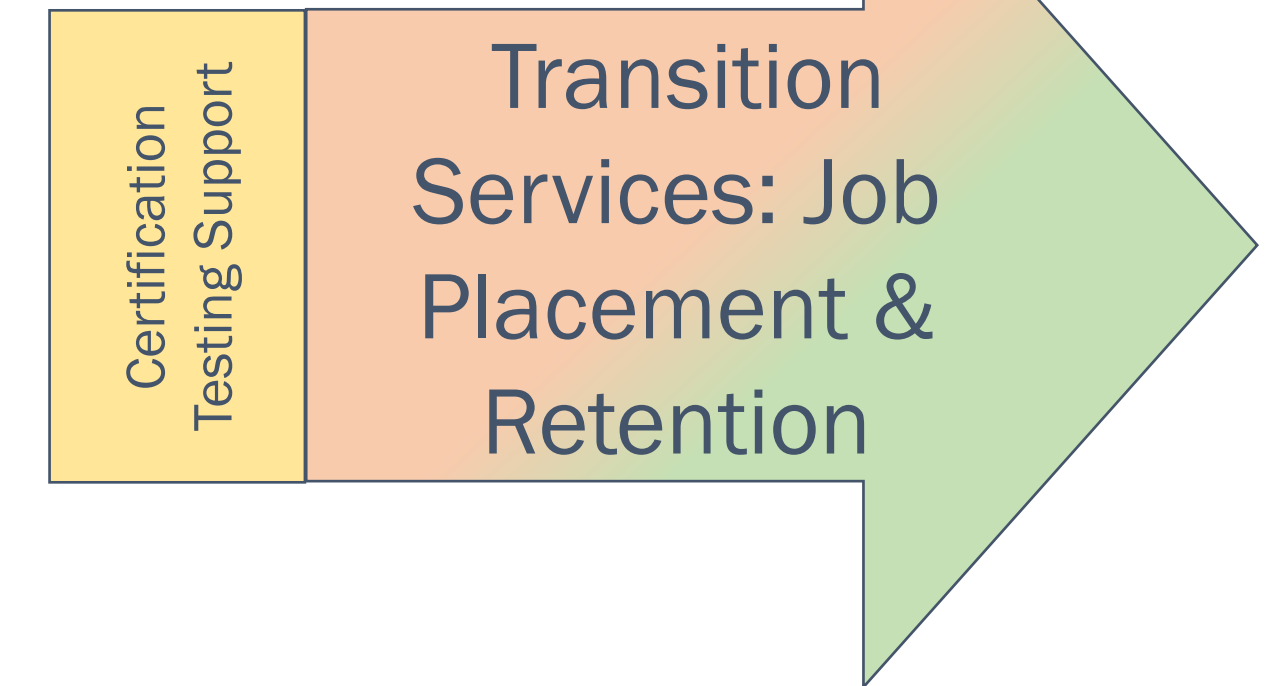
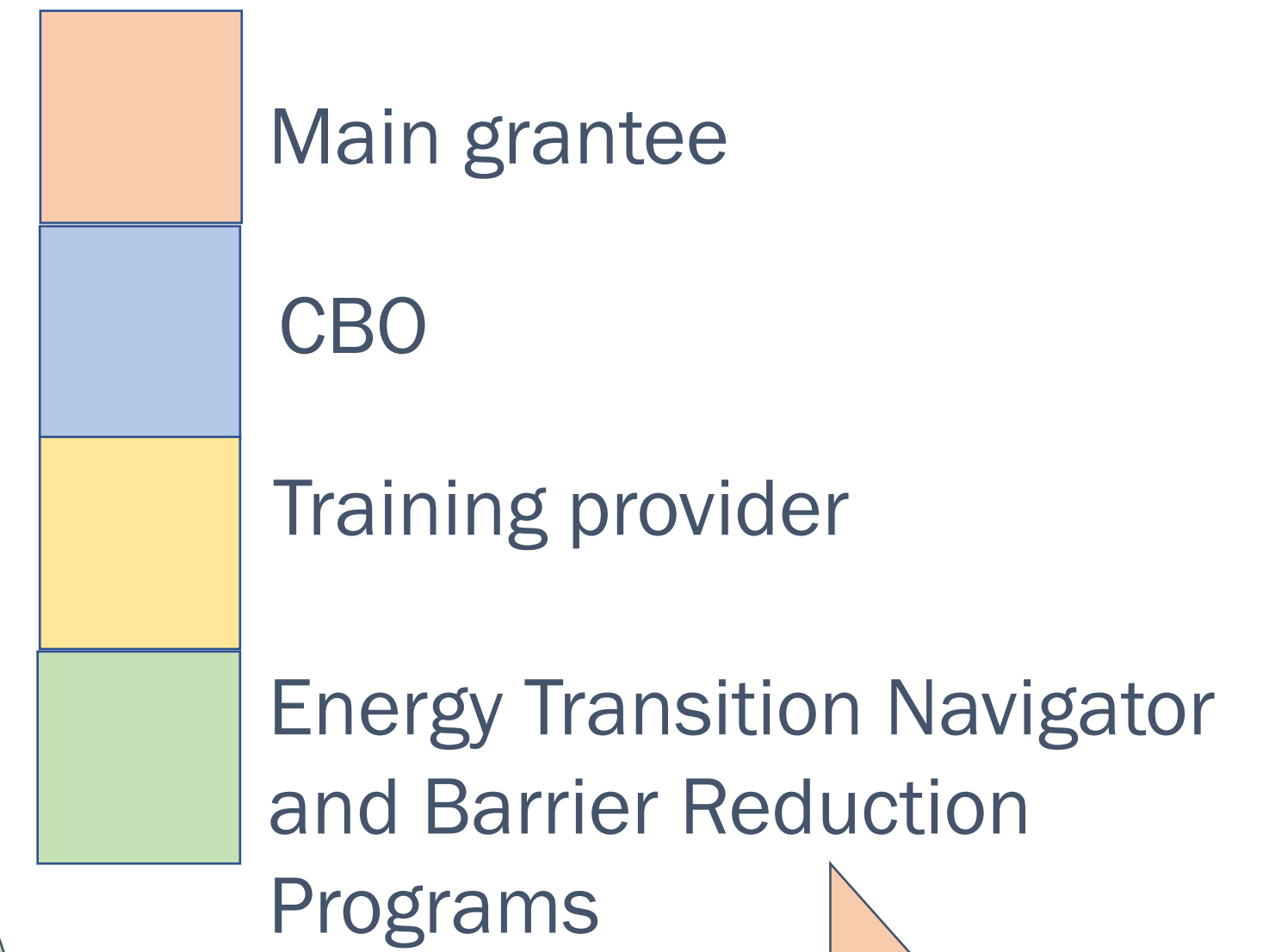
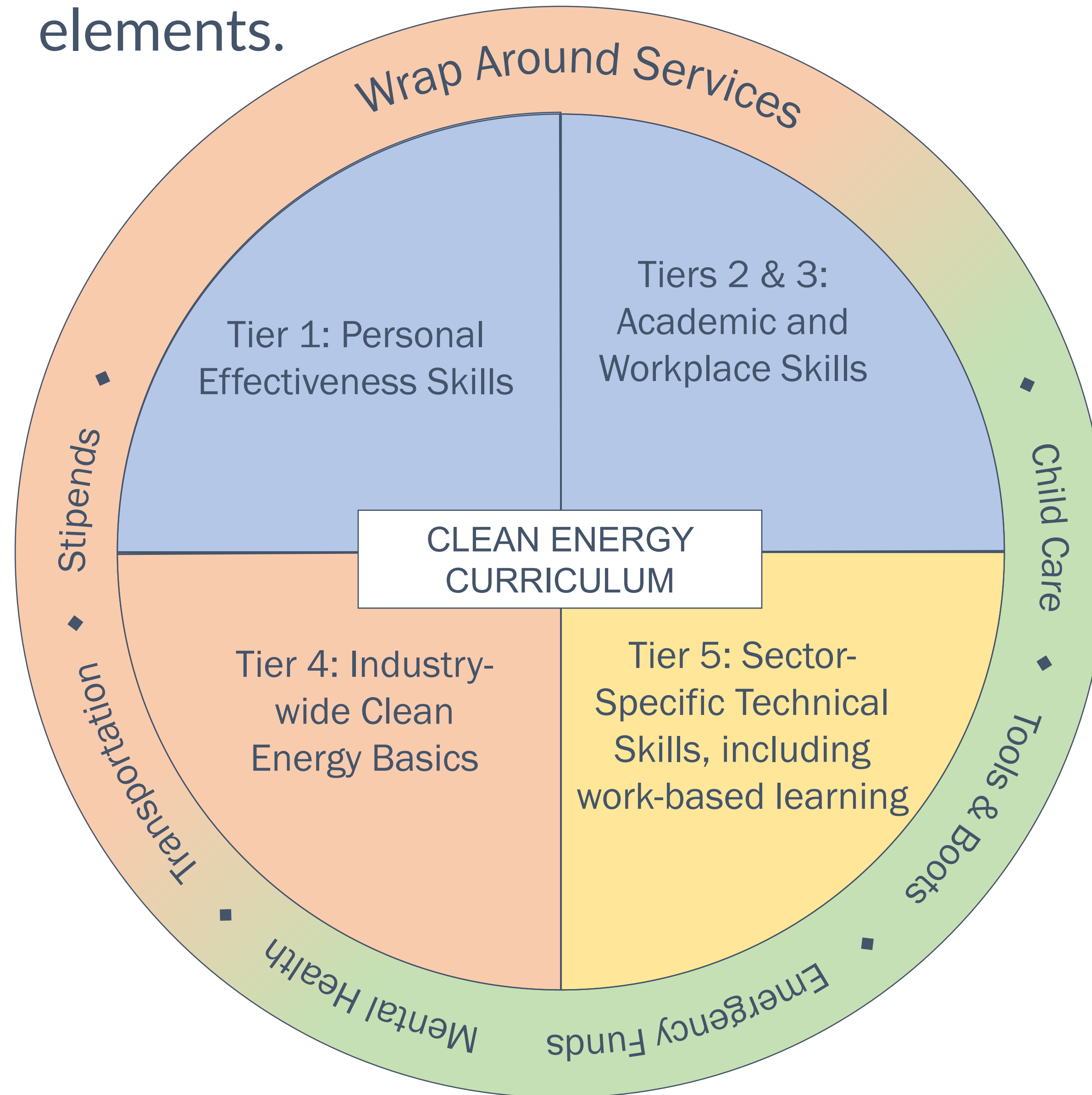
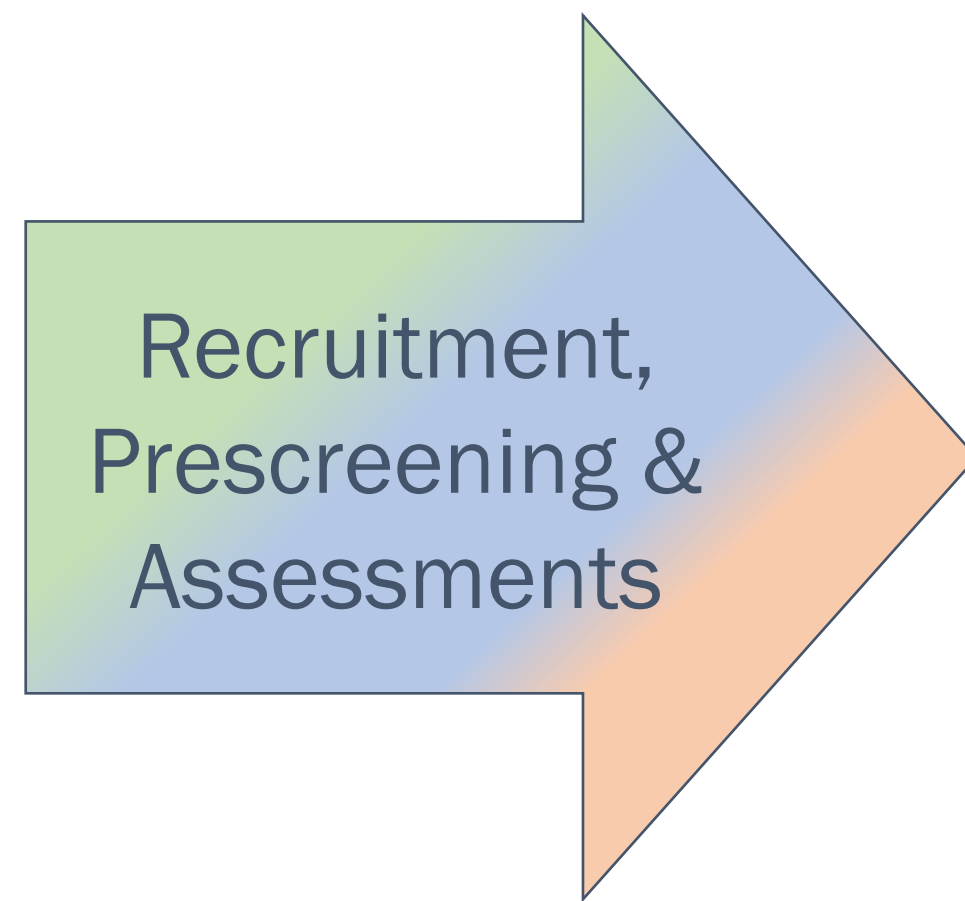
Recommended: Solar PV installer + 1-2 other options

Job-specific training options:

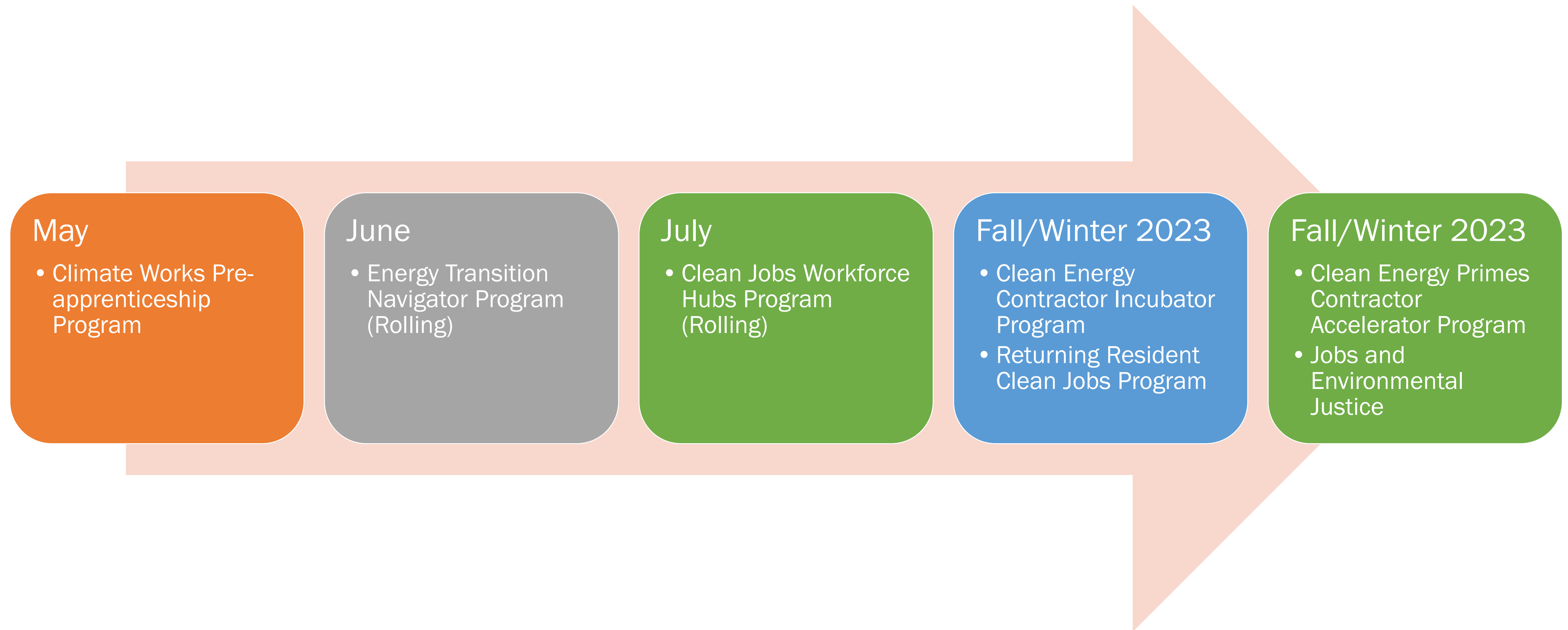
- Solar PV Installer
- Construction laborer (weatherization focus)
- Wind energy technician
- Auto mechanic (EV focus)
- Energy auditor (residential)
- Electrician/electrical technician (renewable, EV infrastructure focus)
- HVAC (clean energy focus)



Main Grantee subcontracts with other organizations to deliver program elements.



Anticipated NOFO Release Timeline

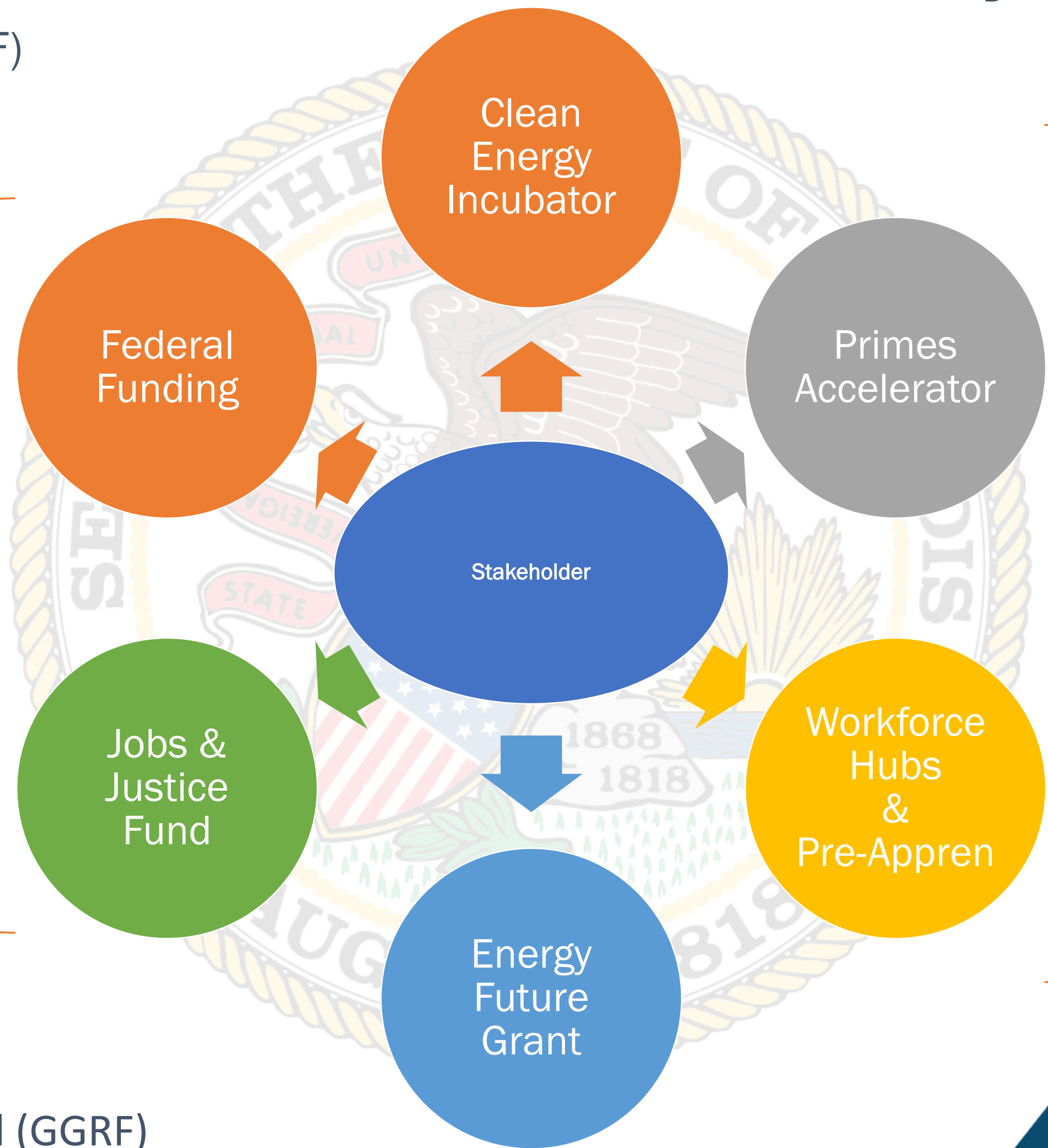


State agencies implementing CEJA

- **DCEO: workforce programs, economic development programs, commissions & councils.**
- Illinois Commerce Commission: Programs, initiatives & directors related to public utility programs
- Illinois Environmental Protection Agency (EPA): Rebate and grant programs for electric vehicles and charging stations and overseeing the phase out of fossil fuel-fired electrical generation units.
- Illinois Power Agency (IPA): Illinois Shines (brand name for the Adjustable Block Program), Illinois Solar for All, Competitive procurements.



State: CEJA, EE, RE Ecosystem



Illinois Power Agency

- Illinois Shines
- IL Solar For All
- EEP/EEC Database (DCEO/IPA)
- Min. Equity Standard
- And more...

Illinois Environmental Protection Agency

- *Energy Codes Training*
- EE Trust Fund
- Electric Vehicle Rebate
- Electric School Bus
- Renewable Energy Trust Fund

Illinois Commerce Commission

- Equitable Energy Upgrade Program

Illinois Finance Authority

- IL Climate Bank Finance (CBF)
- C-PACE
- CFI
- SSBCI

Other DCEO Offices

- OMEE
- OEIT
- Other Workforce Programs (OET)
- Ride & Drive

Illinois Dept. of Transportation

- National Electric Vehicle Infrastructure Program
- Carbon Reduction Program
- Congestion Mitigation & Air Quality

Federal Programs

- Ride and Drive Electric, NEVI
- GRID: muni utility/rural coops
- Greenhouse Gas Reduction Fund (GGRF)
- **EE Contractor Training**
- IRA, Justice 40...and more

Illinois Housing Authority

- Energy Efficiency Program





Comments & Questions

Hilary Scott-Ogunrinde

Deputy Director of Energy & Utility

Hilary.Scott-Ogunrinde@illinois.gov



Illinois
Department of Commerce
& Economic Opportunity

JB Pritzker, Governor

State Resources

- DCEO CEJA Announcements: [CEJA Program Announcements \(illinois.gov\)](https://www.illinois.gov/dceo/ceja/announcements)
- Mailing List: [CEJA List \(smartsheet.com\)](https://smartsheet.com/ceja-list)
- Presentation: [PrePlanning Workshop Presentation.pptx \(sharepoint.com\)](https://sharepoint.com/preplanning-workshop-presentation.pptx)
- Illinois Solar For All-Registration: [For Vendors - Illinois Solar for All \(illinoissfa.com\)](https://illinoissfa.com)
- Energy Equity Info: <https://energyequity.illinois.gov/resources/faq.html>
- **Become Equity Eligible Contractor:** [Become an Equity Eligible Contractor \(EEC\) Approved Vendor or Designee – Illinois Shines](https://illinoisshines.com/become-equity-eligible-contractor)
- **State Match for Federal Grants-**[Partnering for Federal Funds \(illinois.gov\)](https://illinois.gov/partnering-for-federal-funds).
- **Illinois Work Net: Resources for your Workforce:**
<https://www.illinoisworknet.com/partners/searches/Pages/Resources.aspx>



Federal Resources

Connect with CEJA Workforce
and Contractor Hubs

- **IRA:**
- Treasury and IRS have released proposed rules for satisfying prevailing wage and registered apprenticeship requirements. View the full Notice of Proposed Rulemaking [here](#) and the IRS FAQ page [here](#).
 - Why Important: Receive the full baseline values of the clean energy investment and production tax credits, carbon capture, utilization, storage, and clean hydrogen tax credits under IRA. .
- Elective (Direct) Pay & Tax Incentives
- **Transmission Siting and Economic Development Grant Program (TSED)**
- Support siting/permitting and economic development related to the development of new or upgraded interstate and offshore transmission lines. Funding Opportunity Announcement [here](#).





Solar Workforce Development Programs: Overview, challenges, and success stories (From a Workforce Training Organization Standpoint)

CLEAN ENERGY

Incentives provided by
Central States SER, Jobs for Progress Inc.



CENTRAL STATES SER/SERCO

About Us:

Central States SER (SER) is a workforce development and education organization that believes in the potential of each and every individual. Since our inception in 1987, SER has assisted thousands of marginalized and disadvantaged residents from across the City of Chicago and suburban Cook County in achieving their career and academic goals through quality employment, education, and training programs. We help some of the hardest-to-reach youth and adults – people trying to improve their lives but who are at risk of slipping through the cracks. At SER, we do everything it takes to help our customers succeed.

SER believes in the core values of respect, integrity, competency, and innovation. SER is deeply ingrained in the communities it serves and believes in being part of the solution to the ongoing challenges of economic and educational disparity facing families today. SER makes it a priority to meet the needs of the community by staying abreast of community and employment demands and changes in the population and in the local and broader economy.

SER's mission is to promote economic self-sufficiency and upward mobility for low-income community residents through education and employment.



CENTRAL STATES SER/SERCO

Programs

Adult Programming

SER offers valuable employment assistance and occupational job training to Cook County residents, giving them the opportunity to secure jobs in in-demand industries. With a focus on self-sufficiency, SER provides labor market counseling, career coaching, interview skills training, and resume development to help individuals successfully navigate the job search process. Through job referrals, placement services, job club activities, and hiring fairs, SER is committed to helping eligible participants find meaningful employment. Additionally, those who qualify can take advantage of paid occupational training in approved high-demand fields. SER serves a diverse range of individuals, including low-income individuals, dislocated workers, justice-involved individuals, and those in need of additional support

Youth Programming

SER offers comprehensive youth services to individuals between the ages of 16 and 24 who are at risk of not transitioning successfully into adulthood, both educationally and emotionally. Our programs are primarily focused on youth from low-income, underserved communities, including those who have previously been involved with gangs or the justice system. We believe that with the right support and resources, these young individuals have the potential to become productive and thriving members of society. Our programs help youth identify, pursue and achieve their academic, job and career goals by providing intensive career coaching and case management services, GED classes, job readiness training, work-based learning opportunities, transportation, restorative justice, service learning projects, leadership training, and much more.



CENTRAL STATES SER/SERCO

Construction Pipelines Programs

SER's construction pipeline programs are designed to target individuals interested in pursuing a career in the construction industry. These program helps build the skills and knowledge necessary to succeed in the union trades. Our programs focused on educating the public about the available opportunities in the Union Trades by assisting individuals in navigating the application process, and providing financial support to cover the cost of applications, fees, tools, transportation assistance, and Union Dues. SER works with a variety of employers, and receives funding from Illinois Tollway, ComEd, and Hire 360 for the CTA Red and Purple line modernization project. These funders provide support, guidance, and access to their roster of employers.

Pre Apprenticeship

SER implementation, the Construct Infrastructure Academy from ComEd a career pipeline program designed to train and develop the next generation of individuals to enter the construction field. This 11-week training program offers 18 and older individuals the information and guidance needed to compete for good-paying, entry-level, and office jobs in construction-related fields. Construct strengthens participant's job readiness and life skills and prepares individuals for the industry-required testing that is often a prerequisite for employment. During the 11 weeks, individuals participate in a series of in-person class preparation and onsite job shadowing, which gives candidates an up-close look at various career paths available.





CENTRAL STATES SER/SERCO

Construction Pipelines Programs

Additional SER provides Construct-Bridge a 10-week program designed to give young adults 16 and older a head start in finding a successful and fulfilling career in the competitive construction industry. The program consists of three main components: job readiness preparation, educational support in math and reading, and integration of career exploration. The program design is to prepare individuals to transition to three-post programs: vocational training programs, construction apprenticeship programs, or employment. To help accomplish professional goals, participants have access to monetary assistance for transportation, work and interview clothes, and other supports identified by needs assessments. In addition to classroom instructions, participants participate in off-site career exploration and engage in hands-on training.

Industrial Mechanic Training program

Individuals are trained to maintain, troubleshoot, and repair machinery and equipment used in warehouses and manufacturing companies.

Solar Panel Training program

This program trains individuals to install and maintain solar panel equipment in residential and commercial settings, preparing them for employment.





SOLAR PHOTOVOLTAIC INSTALLER

Funded BY  **Illinois**
Department of Commerce
& Economic Opportunity

NABCEP PV ASSOCIATE TRAINING PROGRAM

**In partnership with St Augustine College Institute
for Workforce Development Education**

The 13 week NABCEP Photovoltaic Installer program offered by SER provides an excellent opportunity for individuals looking to enter the renewable clean energy industry. The program provides comprehensive job readiness preparation, including soft and hard skills training, to ensure students are equipped with the necessary skills to succeed in a professional setting.

The program offers in-class instruction in essential electronic systems, troubleshooting, maintenance, and installation of photovoltaic systems. Hands-on lab work is an integral component of the program to provide students with practical experience to prepare them for the field. Upon completion of the program, students are provided with career placement services leveraging a network of established employer partners.

Additionally, economic training programs such as On the Job training are available to graduates to bridge the fundamental knowledge with real world implementation.



NABCEP PV ASSOCIATE TRAINING PROGRAM



Shop Math and Basic Electricity

- Focuses on working with whole numbers, fractions, decimal and demonstrate how to work with them mathematically
- Identify the various ways to measure length, convert units of length, weight, volume, and temperature between the imperial and metric systems of measurement and show how they are used.
- Describe the atomic structure as it relates to electricity and identify electrical units of measurement
- Read schematic diagrams
- Calculate the values in resistive circuits

NABCEP PV ASSOCIATE TRAINING PROGRAM

Understanding Photovoltaics

- Instructs students on identifying photovoltaic (PV) applications and advantages.
- Understanding system components and their functions.
- Identify safety hazards associated with PV installations.
- Trace a basic electrical circuit and perform calculations using Ohm's law.
- List PV system sizing considerations and identify PV electrical and mechanical system design considerations.
- Understand the effects of the environment on panel output.
- Describe how to install a simple grid-connected PV system and assess system operation and efficiency.
- Performing PV maintenance and troubleshooting and identify appropriate codes and standards concerning installation, operation, and maintenance of PV systems and equipment.



THE NEED FOR SOLAR AND SUCCESS

GROWING NEED FOR CLEAN ENERGY AND SUCCESS

Growing Industry

- The Future Energy Jobs Act (FEJA) and Climate and Equitable Jobs Act (CEJA) Requires the state to generate 25% of energy from renewable source by 2025
- The State is investing more than \$2 Billion in solar energy and is looking to achieve 100% sustainable energy by 2045
- The Solar Energy Industry Association expects the solar industry to grow more than 1,700% in the next 5 years.
- Salary in Illinois ranges from \$66,000 to \$99,000, depending on the work market in Illinois, experience, and additional skills.
- Employment of installers is expected to grow 22% from 2022-2032, and about 3,500 openings for PV installers per year.
- In the last 10 years, solar prices have fallen 53%, while solar installations have increased by more than 2,000%.

[Illinois Solar Panel Guide: Pricing, Incentives & Tax Credits For 2023 – Forbes Home](#)

[Solar Photovoltaic Installers : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

[Solar Installer Salary in Illinois | Salary.com](#)

[Workforce Development | SEIA](#)

[Illinois.pdf \(seia.org\)](#)



GROWING NEED FOR CLEAN ENERGY AND SUCCESS

Local View

It has been observed by SER that many individuals who are interested in solar photovoltaic training are in their mid-40s and are mainly located in SER's service area of North and South Lawndale communities of Chicago. These communities are considered environmental justice communities. The majority of these individuals have previous work experience in the construction industry, or manufacturing or come from entry-level roles such as retail or food service. Most of the participants have some college education and have had past involvement with the justice system or possess other barriers to employment. 95% are African American or Hispanic, with men being the majority, but there has been an increase in interest from women in programming.

These individuals have expressed interest in this training due to the expected growth in the industry and the access of vocational training offered in their community. SER has also noted existing construction roofers who are interested in upskilling in their trades by participating in programming. Moreover, many participants have expressed interest in becoming entrepreneurs and view solar as an industry with low barriers to entry.

Success:

SER's FEJA contract has created generational success such as the story of Jesus Lugo, who completed the solar photovoltaic training program in Oct 2022. He excelled as a student, attended the job readiness preparation classes and hiring events provided by SER, receiving transportation and various support services, one-on-one case management, LMI with guidance on industry trends, job leads, and direct referrals to employment partners. He now works as a project manager at National Solar, earning over \$83,000 annually.



HUGO AVILA

Contact me at:

773-542-9030/havila@centralstatesser.org





Q&A

Contact Us!



Joseph Kane
Fellow, Brookings Institution
jkane@brookings.edu

Tanvi Shah
Chief Diversity, Equity, and
Inclusion Officer, Illinois Power
Agency
tanvi.shah@illinois.gov

Hilary Scott-Ogunrinde
Deputy Director (Energy & Utilities),
Illinois Department of Commerce and
Economic Opportunity
hilary.scott-ogunrinde@illinois.gov

Hugo Avila
Co-Director for Central States, SER/SERCO
havila@centralstatesser.org