



TdM Emerald Corp. | Response to Energy Workforce Equity Database Feedback Request

Request:

“On October 12, 2022, the Illinois Power Agency released a [Request for Stakeholder Feedback](#) on the proposed approach for the initial phase of the Energy Workforce Equity Database, which will be a portal tool that includes tools intended to help connect equity eligible persons with clean energy firms seeking to hire them.”

Response:

The creation and deployment of a staged Energy Workforce Equity Database will be a welcome addition to the Illinois Solar for All Program, and help support job placement, retention, and a pathway for return to the industry for alumni of previous related training programs from the Future Energy Jobs Act.

To be most effective, it should have additional provisions that provide for more mutual accountability and tracking of future areas to build upon for a robust Equity Database:

- Firms and applicants should both be able to list and request accommodations for languages, and reasonable accommodations under protected classes (such as disabilities and neurodivergent workers).
- Firms and applicants should both have optional spaces to list if they provide or require related wraparound services for attendance and retention.
- Firms should use commonly understood language to distinguish between the class of the workforce training program (if applicable). For example, if they are hiring and working with established CEJA workforce training programs or starting their own. In addition, the job postings should include whether it is union labor.
- Firms should attest whether they expect to staff the job(s) with a local workforce (either by county or state), and what percentage they expect to do so. This will Equity Eligible Persons to make more informed choices and set expectations.
- As Equity Eligible Persons will have the option to self-identify their EEP Status classification, Job Postings should have a space to add if they have completed any related retention trainings of their own workforce and environment (i.e. DEI, working with Equity Eligible persons, etc).
- There should be an additional optional information provision for job postings in which firms can attest to proactive procedures / processes / trainings, etc they have done internally for hiring, retaining, and providing a healthy working environment for Equity Eligible Persons, especially around reporting incidents (i.e. discrimination or safety related).



- Both Equity Eligible Persons and Employers should provide details / requests for transportation if needed or available. This is not a guarantee of provision of transportation, but for those able to provide it, it will expand scope, and track where and how it is needed.