Committee on Energy Resources & the Environment and Subcommittee on Supplier and Workforce Diversity

Moving the Needle: Strategies for Improving Supplier and Workforce Inclusion and Diversity in the Renewable Energy Sector

NARUC Summer Policy Summit
MOVING THE NEEDLE AT COMEd

FEJA Workforce Development
ComEd CONSTRUCT Program
Supplier and Workforce Diversity

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Governmental & External Affairs

July 16, 2018

NARUC Committee on Energy Resources and the Environment
Joint with the Subcommittee on Supplier and Workforce Diversity

Moving the Needle: Strategies for Improving Supplier and Workforce Inclusion and Diversity in the Renewable Energy Sector
Objective
The Future Energy Jobs Act (FEJA) provides funding for three training programs that will enable Illinois to meet the growing demand for trained renewable energy workers.

Solar Pipeline Training
- Delivered through a number of organizations that participated in a rigorous RFP process independently conducted by the Chicago Community Trust.
- Four organizations (Elevate Energy, Illinois Central College, OAI Inc., Safer Foundation) selected that will offer installation training programs.
- Targets residents of environmental justice communities and those who are economically disadvantaged. Includes Returning Citizens and Former Foster children.

Multi-Cultural Training
- Administered through a number of diversity-focused nonprofit organizations that will offer job and solar installation training to individuals from diverse and/or underserved backgrounds.
- Six organizations selected including the Chicago Urban League, National Latino Educations Institute (NLEI), ASPIRA, Inc. of Illinois (ASPIRA), Hispanic American Construction Industry Association (HACIA), Chatham Business Association Small Business Development, Inc., and Austin Peoples Action Center (APAC).

Craft Apprenticeship Program
- Training will be provided by the International Brotherhood of Electrical Workers (IBEW) Local 134 Labor Union.
- Curriculum will focus primarily on providing Department of Labor-approved apprenticeship and hands-on learning and certification programs to eligible individuals.
Feja Workforce Development - Job Training
Building the Workforce of the Future

Status Update:

- Filed plan with ICC on July 31st, 2017
- Plan approved by ICC on Sept 27th, 2017
  - Plan identified grantees for multi-cultural and craft apprenticeship programs;
  - Chicago Community Trust selected to issue RFP and identify grantees for solar pipeline training.
- Final ICC order included
  - Annual reporting requirements
  - Stakeholder engagement and collaborative sessions
- Chicago Community Trust selected four grantees for solar pipeline funds
- Distributed grants (totaling $10M) in November / December, 2017.
  - 1st of 3 installments – Additional funds to be dispersed in 2021 and 2025.

Many of the training programs focus on job readiness and solar installation.

93% of Illinois counties served by FEJA WFD grantees.
CONSTRUCT

Building Excellence Through Diversity

✓ 2013 – 1st Cohort
✓ 300 – diverse candidates trained to date
✓ 70% – offered jobs in construction industry
✓ 8 nonprofit organizations train recruits
✓ 38 construction & engineering partners

TRAINING PARTNERS
✓ Austin Peoples Action Center
✓ Aspira of Illinois
✓ Central States SER
✓ Chicago Urban League (CUL)
✓ National Latino Education Inst. (NLEI)
✓ Quad County Urban League
✓ St. Sabina
✓ YWCA Metropolitan Chicago

CERTIFICATIONS/CREDITS
✓ CDL Permit
✓ Auto CAD Training
✓ Flagger Training
✓ Rigging & Basic Hand Tools
✓ Customer Service Certificate
✓ Project Management CAPM
✓ OSHA 10
ComEd’s Commitment to Supplier Diversity

✓ ComEd’s Diversity-Certified Supplier Spend represented 36% of its Total 2017 Supplier Spend.
✓ ComEd added 111 New Diversity-Certified Suppliers in 2017. This adds to a total of 478 diverse Tier 1 and Tier 2 suppliers.
✓ Minority-owned Business Enterprises represented 48% of ComEd’s 2017 Total Diverse spend.
✓ Woman-owned Business Enterprises (WBE) represented $342 million of Total Diverse Spend. Minority Woman-owned Businesses made-up 51% of the total WBE spend.
✓ In 2018, ComEd initiated its Enterprise All In Program which established one-on-one mentorships, hands on support, and educational workshops to develop 19 minority, women, and veteran-owned certified businesses.
✓ To increase diversity in professional services ComEd created The Minority Regulatory Law Firm Partnership Initiative. The initiative is increasing the utilization of two minority-owned law firms doing regulatory work for ComEd and representing the company before the Illinois Commerce Commission (ICC).
ComEd’s Commitment to Workforce Diversity

The Numbers
✓ 50.2% of ComEd’s workforce is diverse.
✓ 77.8% of ComEd’s new hires for 2017 were diverse and 55.5% were women.
✓ ComEd’s 2017 internal employee promotions to Key Management levels and above was 40% diverse.
✓ ComEd female employees have an 85% comparable pay ratio to male employees. Exelon-wide initiatives in support of pay equity include:
  ✓ Striking salary history rules in order to end past compensation discrimination.
  ✓ Initiation of the Equal Pay Pledge to commence an equity study and deepen equity commitments.

Inclusivity
✓ ComEd’s 2017 Speaker Series featured talks by: Arin Reeves on Understanding Cultural Competence & Verna Myers on why Culture Matters.
✓ ComEd Executives engaged in the White Men as Full Diversity Partners inclusive culture workshop.
✓ Thirty ComEd female engineers mentored 30 diverse teenage girls in ComEd’s 4th Annual Icebox Derby: a 3-week challenge to turn recycled refrigerators into solar-powered derby cars, which culminated in an all-day race.

Trailblazers
✓ United Negro College Fund Corporate Award presented to VP Tracie Morris for ComEd’s sponsorship of STEM education of minority students.
✓ Michelle Blaise, SVP Technical Services, named the 2017 Illinois Black Chamber of Commerce’s Deborah M. Sawyer Award winner.
✓ Negocios Now named SVP’s Fidel Marquez and Veronica Gomez two of the 50 Most Influential Latinos in Chicago.

Above: ComEd engineers assist teens with wiring a solar panel for ComEd’s Solar Spotlight, aimed at exposing young African-Americans to STEM careers.

Below: ComEd’s 2017 Diversity and Inclusion Summit (also featured guest speaker Gen. Colin Powell.)
Committee on Energy Resources & the Environment and Subcommittee on Supplier and Workforce Diversity
The solar industry is more diverse than the construction, oil and gas extraction, and the utilities industry.

According to the Solar Foundation, 27% of solar jobs are held by women, 7% by African Americans, and 9% by veterans.
About Sunrun

Sunrun is the largest residential solar provider in the U.S., serving over 180,000 customers in 23 states, D.C. and Puerto Rico.

- 250,000 Americans work in the solar industry
- 3,200+ Sunrun employees in the United States

Every 3 mins
Sunrun installs a new solar system

- 1,202+ MW Total installed fleet through 2017

275,000
Metric tons of CO₂e in 2017

34 million
Metric tons of CO₂e reductions expected over lifetime installed fleet
CA is home to 86,414 solar jobs.

In CA, Sunrun has 5 corporate offices and 16 branch locations.

Sunrun strives to be an industry leader in employee opportunity:
- Woman CEO
- Women comprise 50% of our senior management team
- Dedicated diversity and inclusion program manager
- Reinforce opportunities for women, military veterans, and members of LGBT community
Increasing Solar Access & Jobs

Sunrun Partnership with GRID Alternatives

• Six year relationship
• Supports job training for diverse workers, solar installations for low-income families, and volunteer projects across the U.S.
• Milestones:
  • Over 4,400 hours volunteered
  • More than 2,300 kW installed

• GRID has served 10,000 CA families as of June 2018!
Supplier Diversity in CA

AB 3678 spurred the CPUC to issue General Order 156 in 1988:

- Applies to utilities with gross annual revenue exceeding $25M.
- Led to procurement goals of 5% for women, 15% for minorities, 1.5% goal for disabled veteran enterprises.
- In 2015, program expanded to include LGBT businesses.
  - During first 3 years no numerically-based goals for LGBTBEs, instead focusing efforts on outreach.

Total 2017 Utility Spend on Diverse Businesses:

<table>
<thead>
<tr>
<th>Utility</th>
<th>% Spend</th>
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<tr>
<td>SDG&amp;E</td>
<td>44.57%</td>
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<tr>
<td>SCE</td>
<td>43.92%</td>
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<tr>
<td>PG&amp;E</td>
<td>42.25%</td>
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About Liberty Power

Liberty Power was founded in 2001, headquartered in Fort Lauderdale, Florida and is one of the largest privately held, Independent Retail Electricity Providers (REP) in the United States.

Our Vision is to be the leading provider of Smart, Connected, and Sustainable Energy solutions in our communities.

Our Mission is to provide our customers with comprehensive energy solutions and an exceptional customer experience.

We are committed to the greater good and providing residential customers with Green electricity products to enhance their lives and their communities.

We are a certified minority owned-retail electricity provider and the largest Hispanic-owned energy company in the U.S.
Established in 2013, committed $100,000 over five years partner with the United States Hispanic Chamber of Commerce Foundation (USHCCF).

Supports high-achieving college students pursuing undergraduate and graduate degrees in the areas of science, technology, engineering and mathematics (STEM) with a passion of pursuing a career in energy and the environment.

Panel of thought leaders and experts from diverse backgrounds vote to select awardees.

1,986 students have applied from 869 academic institutions, with 16 awardees.
Building an Ecosystem for Diversity and Inclusion

Harold Williams
National Energy Sustainability Resource Center
Committee on Energy Resources & the Environment and Subcommittee on Supplier and Workforce Diversity
Building A Diverse Solar Workforce

Rebecca Stanfield
Sr. Director, Western States
Vote Solar is...

» Independent, non-profit solar advocacy organization;
» Our mission is to make the benefits of solar more accessible to more people across the country;
» State policy focus;
» Actively working in 26 states;
» Believe in solar as a way to solve multiple problems for customers and communities – lower bills, job opportunities and less pollution. Focus on equity.
The Energy Industry (Including Solar) Has a Diversity Problem

The Solar Foundation’s 2017 Diversity Study – thesolarfoundation.org

» Women are 28% of workforce (compared to 24% for utilities)
» Hispanic/Latino are 17% (utilities 9%)
» Black/African American 7% (utilities 9%)
» Asian 9% (utilities 3%)
» Lots of good data to mine on salaries, upward mobility and job satisfaction.
3 key elements that drive success

1. Top management and board leadership engaged in making diversity a priority.
2. Goals and metrics, with accountability.
3. Really changing the recruiting process.
   a. This doesn’t happen organically. It is common for managers to recruit people like themselves. You need to train people to see differences as potential sources of strength.
   b. You can’t just post to linked in and indeed and career builder and expect a diverse candidate pool! You need to train recruiters to cast a wider net.
Historically Black Colleges & Universities (HBCUs) - colleges.usnews.rankingsandreviews.com/best-colleges/rankings/hbcu
National Sales Network (NSN) - www.salesnetwork.org
National Society of Hispanic MBAs (NSHMBA) - www.nshmba.org
National Black MBA Association (NBMBAA) - www.nbmbaa.org
Hispanic Alliance for Career Enhancement (HACE) - www.haceonline.org
National Society of Black Engineers (NSBE) - www.nsbe.org
Society of Hispanic Professional Engineers (SHPE) - www.shpe.org
The Consortium - cgsm.org
Association for Latino Professionals in Finance and Accounting (ALPFA) - www.alpfa.org
Minorities in Agriculture, Natural Resources and Related Sciences - manrrs.org
Diversity Central - http://diversitycentral.com/
The Black Collegian - imdiversity.com
Diversity Jobs - www.diversity.com
DiversityWorking.com
Veterans' Employment Center - www.vets.gov/veterans-employment-center
AsianHires.com
Hispanic-jobs.com
Society of Women Engineers (SWE) - societyofwomenengineers.swe.org
Job Opportunities for Disabled Veterans (JOFDAV) - www.jofdav.com
Advocate Online - www.jobs.theadvocate.com
TA Online (Careers for Transitioning Military) - www.taonline.com
LatPro - www.latpro.com
The American Association of Blacks in Energy - www.aabe.org
Hispanics in Energy (HIE) - http://www.hispanicsinenergy.com/
Green Latinos - greenlatinos.org
The Future Energy Jobs Act

» The Illinois Solar For All provisions of FEJEA recognize that solar can be a solution for multiple problems – reducing energy cost burdens, creating jobs and alleviating pollution problems.

» To that end, it combines job training with targeted incentives for solar that serves low/moderate income customers and those in EJ communities.

» Job training program specifically targeted to returning citizens and foster care alumni.

» IPA proposed ramping up to 33% of job hours on ISFA projects be performed by trainees from the FEJEA funded job training programs.

» Pipeline of trained workers beginning to graduate from the programs now, and IPA Administrator charged with linking trainees to companies hiring installers in Illinois.
Contact information, Resources

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