

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



An Exelon Company

MOVING THE NEEDLE AT COMED

FEJA Workforce Development
ComEd CONSTRUCT Program
Supplier and Workforce Diversity

Fidel Marquez Jr., Sr. VP
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*

FEJA Workforce Development Training Programs

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

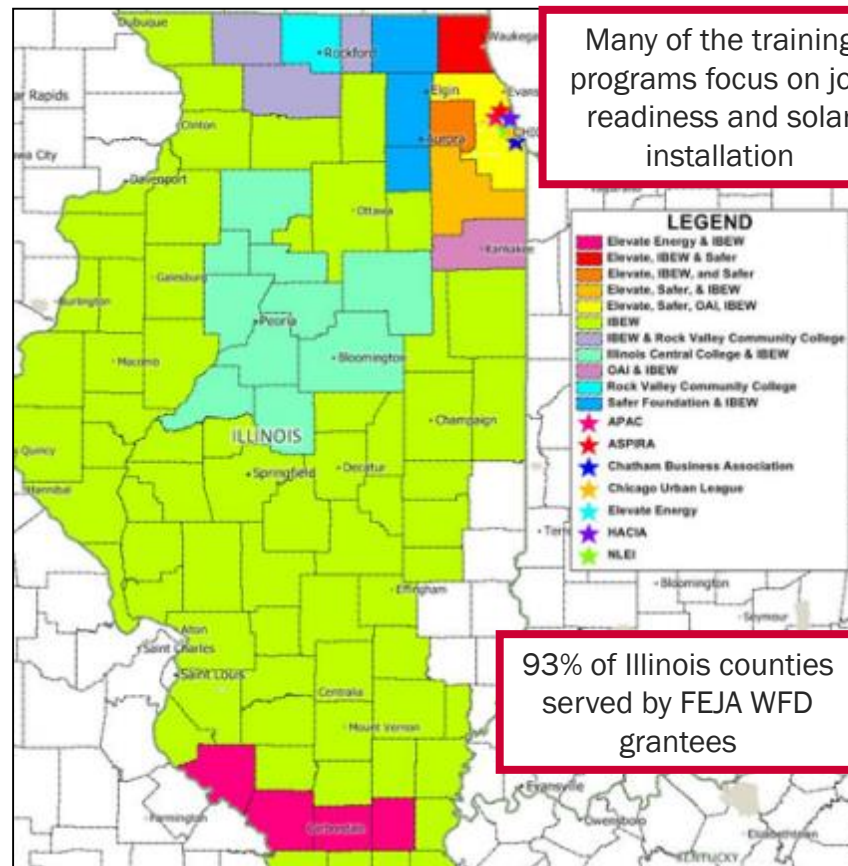
- ✓ Training will be provided by the International Brotherhood of Electrical Workers (IBEW) Local 134 Labor Union
- ✓ Curriculum will focus primarily on providing Department of Labor-approved apprenticeship and hands-on learning and certification programs to eligible individuals.

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.



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



LeeJohn Johnson,
ComEd Overhead Electrician,
Construct Class of 2013.



Construct students participating in a job
shadowing opportunity.

TRAINING PARTNERS

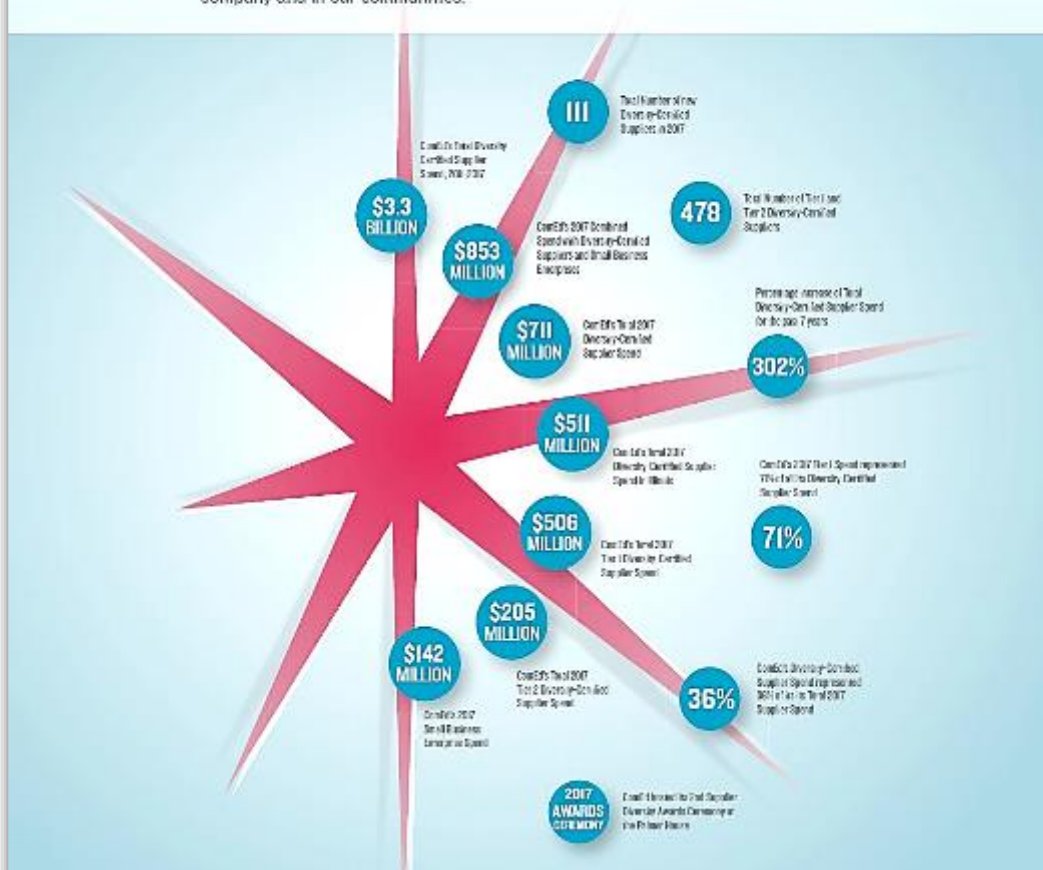
- ✓ Austin Peoples Action Center
- ✓ Aspira of Illinois
- ✓ Central States SER
- ✓ Chicago Urban League (CUL)
- ✓ National Latino Education Inst. (NLEI)
- ✓ Quad County Urban League
- ✓ St. Sabina
- ✓ YWCA Metropolitan Chicago

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

The graphic below illustrates what ComEd's commitment to diversity-certified suppliers means to the Illinois economy and to the economic vitality of the communities in which we operate. This report demonstrates how the economic activity we generate benefits our employees, companies, cities, and towns throughout the state. Our continued commitment to diversity-certified supplier inclusion contributed to another year of positive growth in the company and in our communities.



- ✓ 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



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.)



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*.

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NARUC Summer Summit

July 16, 2018

U.S. Solar Industry Diversity

The solar industry is more diverse than the construction, oil and gas extraction, and the utilities industry.

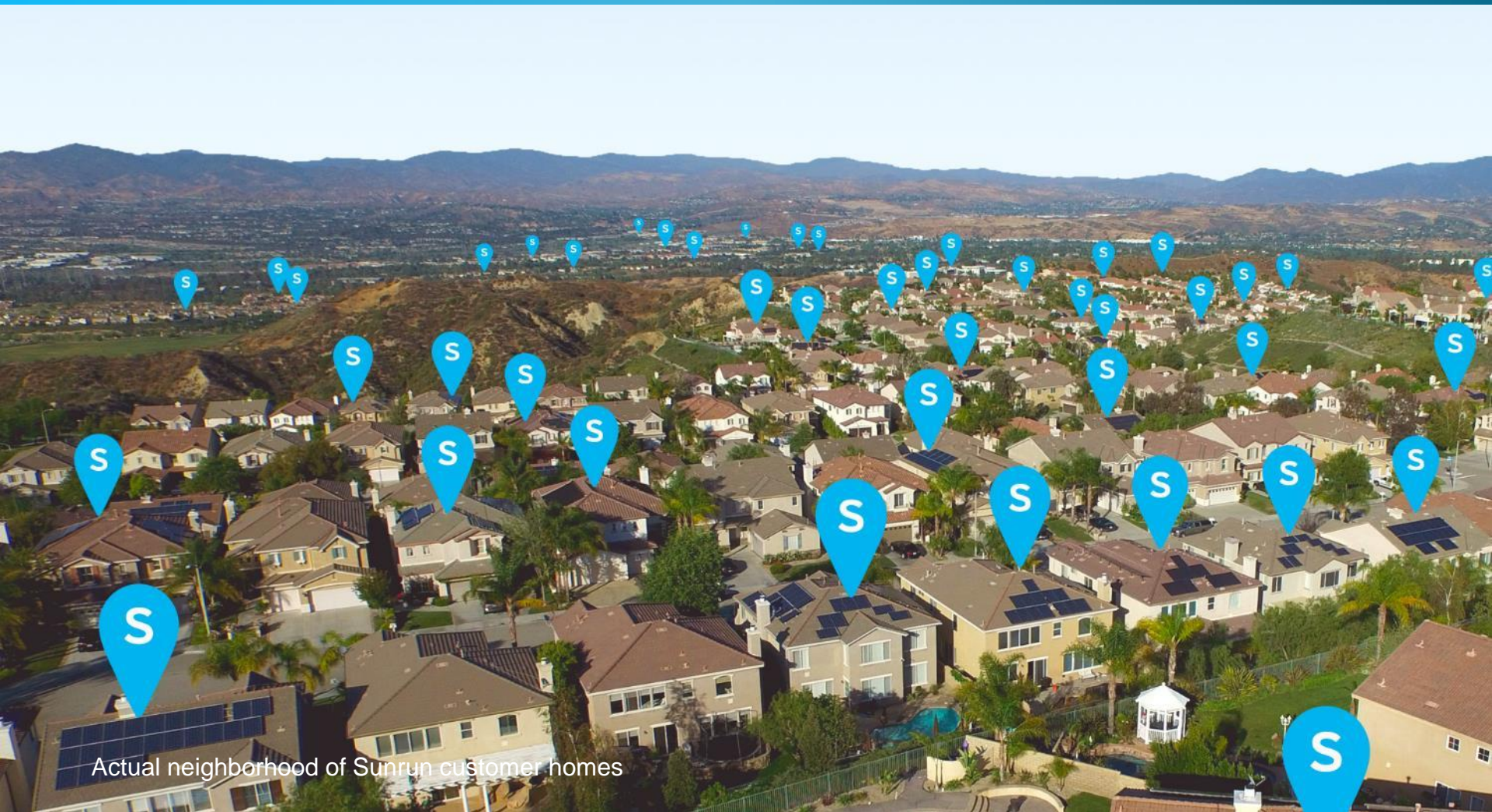
According to the Solar Foundation 27% of solar jobs are held by women, 7% by African Americans, and 9% by veterans.

Demographics	Solar	Overall U.S. Employment	Construction	Manufacturing	Oil and Gas Extraction*	Utilities	Information
Female	28%	48%	18%	29%	17%	24%	39%
Male	72%	52%	82%	71%	83%	76%	61%

Demographics	Solar	Overall U.S. Employment	Construction	Manufacturing	Oil and Gas Extraction*	Utilities	Information
Hispanic/Latino	17%	16%	18%	14%	16%	9%	10%
Non-Hispanic	83%	84%	82%	86%	84%	91%	90%

Demographics	Solar	Overall U.S. Employment	Construction	Manufacturing	Oil and Gas Extraction*	Utilities	Information
Asian	9%	5%	2%	6%	2%	3%	7%
Black or African American	7%	13%	7%	10%	5%	9%	11%
White	74%	79%	88%	81%	90%	85%	79%
More than One Race	8%	2%	2%	1%	1%	1%	2%

CREATE A PLANET RUN BY THE SUN



Actual neighborhood of Sunrun customer homes

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

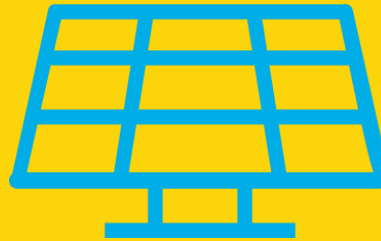


3,200+

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

Sunrun in California



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:

Utility	% Spend
SDG&E	44.57%
SCE	43.92%
PG&E	42.25%

Noemi Gallardo
noemi.gallardo@sunrun.com
702-373-3662

Sunrun
595 Market St. 29th Floor
San Francisco, CA 94105

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LibertyPower®
Powerful Together



PRESENTATION TO NARUC

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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.

Supporting Future Leaders



- 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



BILLION DOLLAR
ROUNDTABLE

Lead, influence & shape
supplier diversity excellence globally



NMSDC

National Minority Supplier
Development Council



UNITED STATES HISPANIC CHAMBER OF COMMERCE



technology industry group
supporting supplier diversity



NUDC

National Utilities Diversity Council



THE FUTURE OF
AMERICAN ENERGY

Harold Williams
National Energy
Sustainability
Resource Center



HISPANIC-SERVING
INSTITUTIONS

2013-14

1.6M
LATINO
UNDERGRADUATE
ENROLLMENT

409
INSTITUTIONS

60%
OF LATINO
UNDERGRADUATES

*includes all accredited institutions providing degree or certificate programs to students with 50% or more Latino undergraduate enrollment. US Department of Education.



LibertyPower™
Powerful Together

Committee on Energy
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Building A Diverse Solar Workforce

Rebecca Stanfield
Sr. Director, Western States



VOTE SOLAR



VOTE SOLAR

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



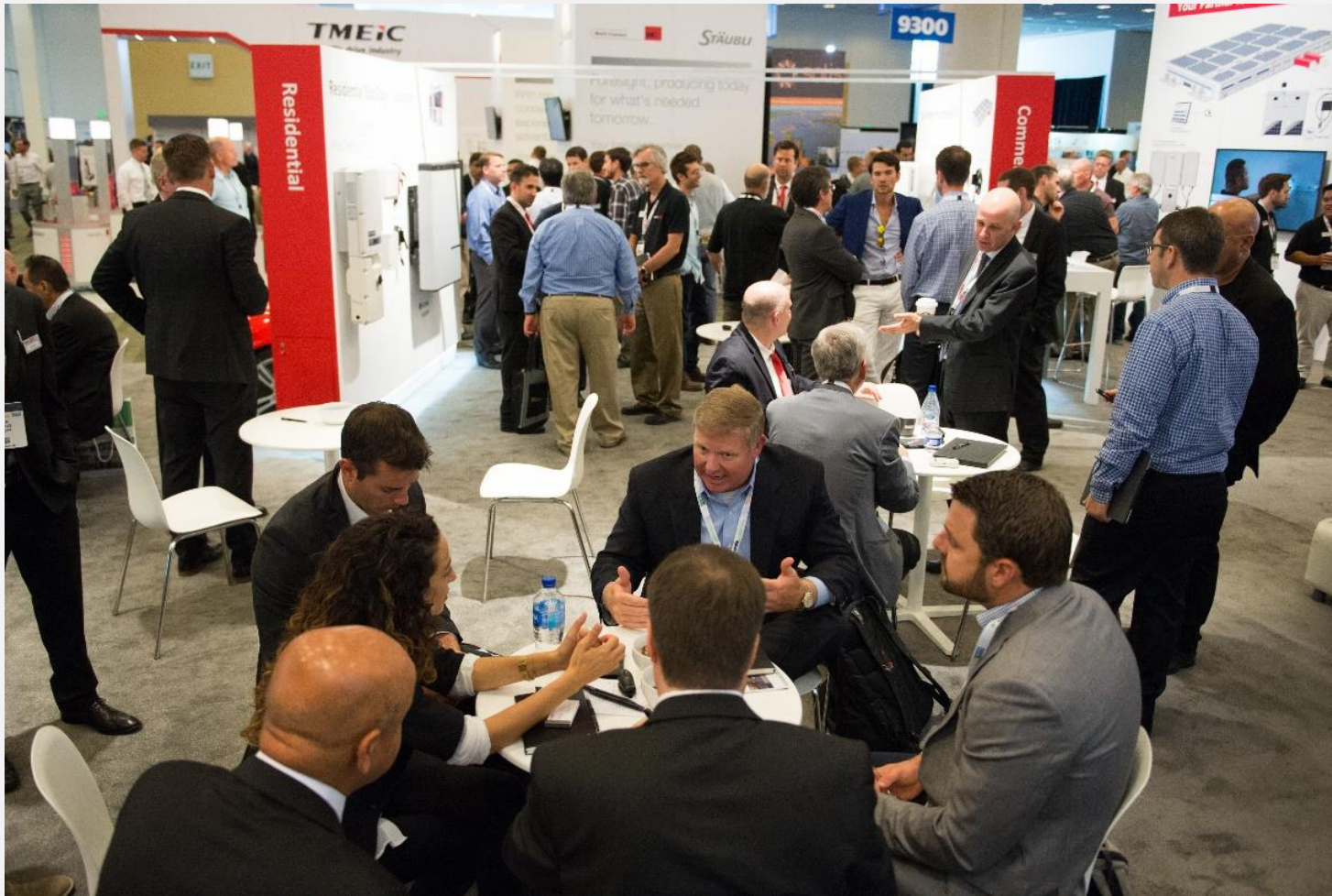
VOTE SOLAR

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.



VOTE SOLAR





VOTE SOLAR

SEIA Diversity Best Practices Guide

» www.seia.org

» 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.



VOTE SOLAR

» 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 (NBMBA) - 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 (JOFDV) - www.jofdav.com
» Advocate Online - www.jobs.theadvocate.com
» TA Online (Careers for Transitioning Military) - www.taonline.com
» LatPro - www.latpro.com
» Military.com - <http://www.military.com/hiring-veterans/>
» The American Association of Blacks in Energy - www.aabe.org
» Women in Solar Energy (WISE) - <http://www.solwomen.org/>
» Hispanics in Energy (HIE) - <http://www.hispanicsinenergy.com/>
» Green Latinos - greenlatinos.org



VOTE SOLAR

The Future Energy Jobs Act

- » The Illinois Solar For All provisions of FEJA 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 FEJA 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.



VOTE SOLAR

Contact information, Resources

» Becky@VoteSolar.org

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