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CEJA: A Model for Equitable Workforce Training

Brian Richard

NIU Center for Governmental Studies

brichard@niu.edu

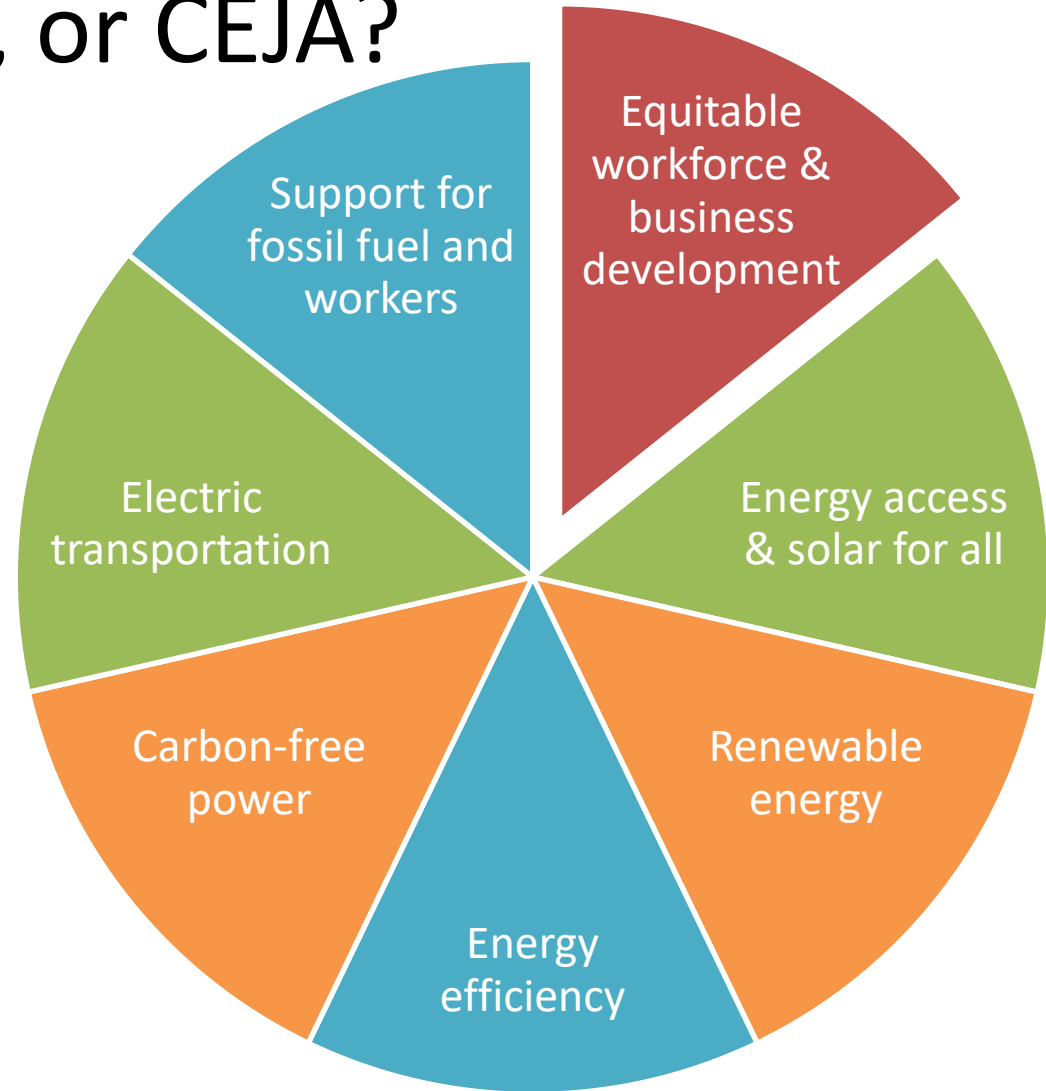
WHAT IS CEJA?

Quiz: What does **CEJA** stands for?

- A. Climate and Environmental Justice Act
- B. Clean Energy Jobs Act
- C. Climate and Equitable Jobs Act
- D. Clean Energy Justice Act

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

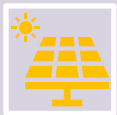
Comprehensive energy legislation that centers equity and puts Illinois on track to achieve 100 percent renewable energy by 2050.



CEJA: Grassroots legislation

- Developed through multi-year statewide coalition engagement process:
 - Feedback solicited throughout the State
 - Collaborative efforts to set priorities
 - Community-driven ideas
 - Stakeholders truly had a stake in developing the legislation

A few of CEJA's Main Goals



Reach 40% renewable energy by 2030, 50% by 2040, 100% by 2050.



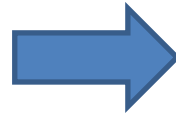
Achieve a carbon-free power grid by 2045, closing all fossil-fuel power plants.



Equitably grow the clean energy workforce to meet the demand for clean energy technologies and services.

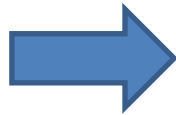
CEJA equitable workforce development

Illinois is investing in clean energy sources, electric vehicles, and energy efficiency.



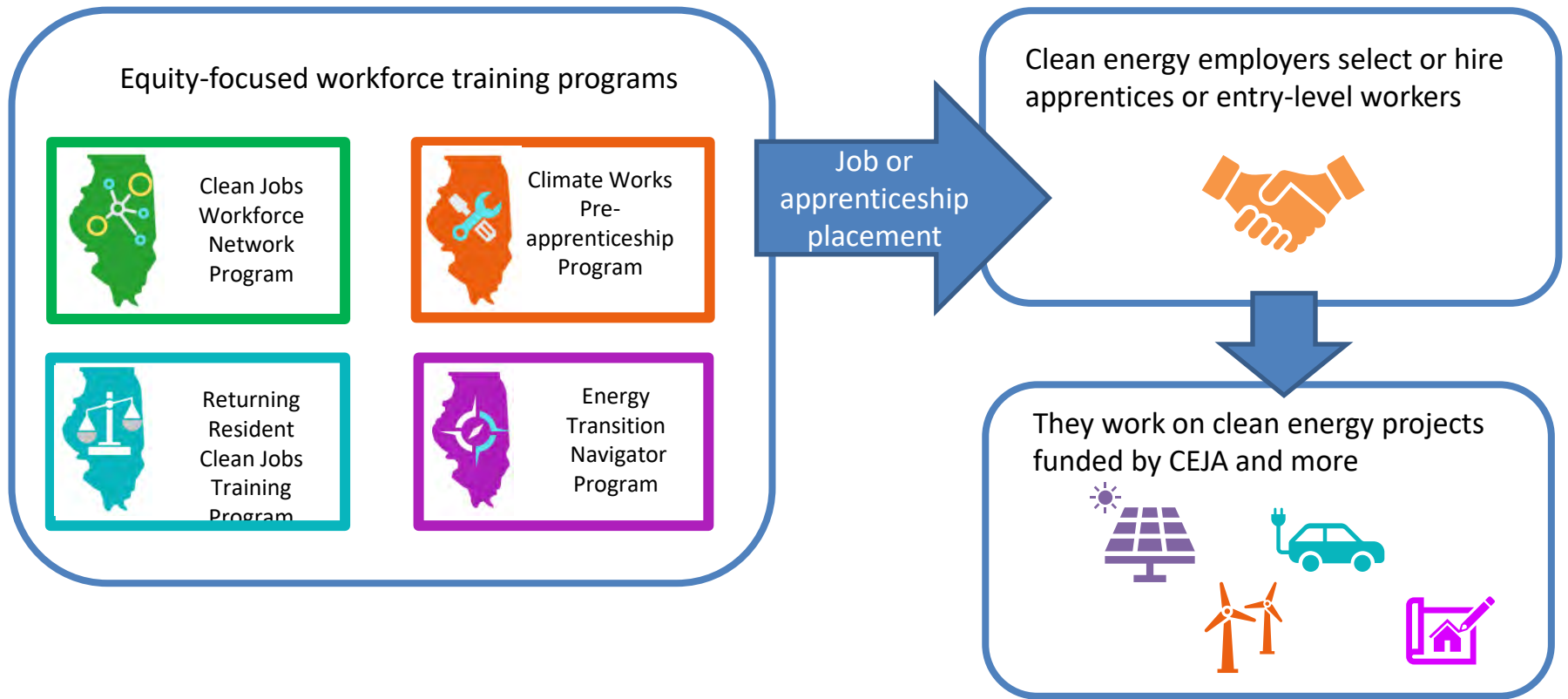
We need to expand the clean energy workforce to do the work.

Some groups of people and communities benefit more from clean energy investments. Some suffer more from environmental impacts and community disinvestment.



The benefits of clean energy investments and good-paying clean energy jobs should be distributed equitably.

CEJA Workforce Ecosystem





Clean Jobs Workforce Network Program, "Workforce Hubs"

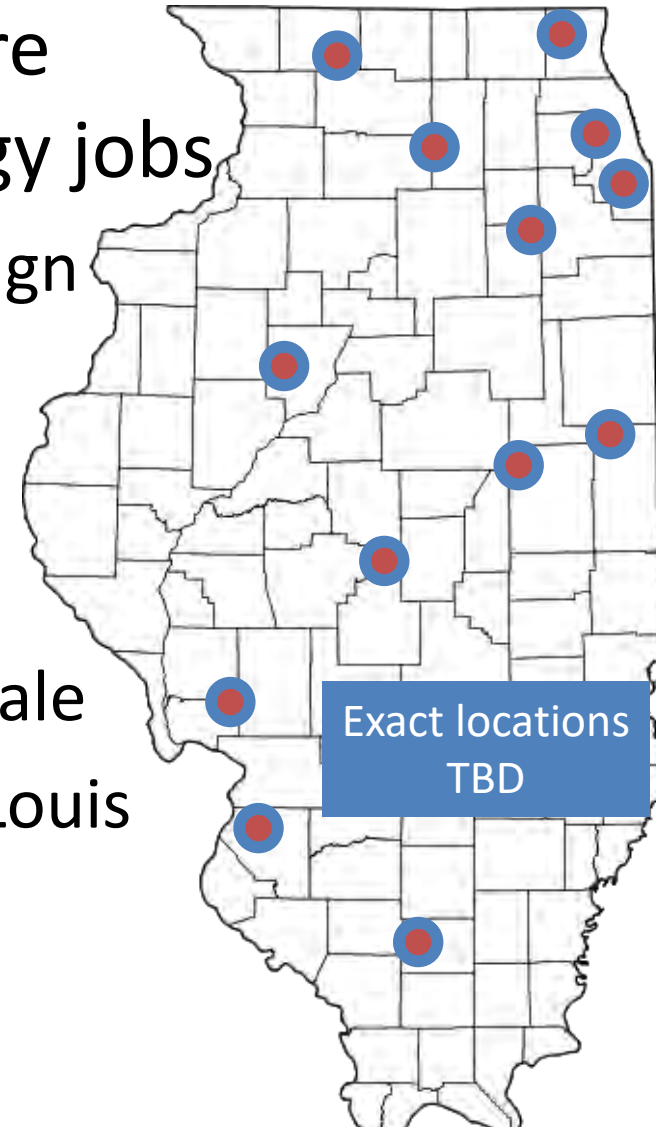
- **Goal:** Prepare people for good-paying, entry-level clean energy jobs.
- **What:** Clean jobs training, utilizing a standard clean energy curriculum framework
- **Where:** 13 hubs throughout the state.
- **Funding:** \$24 million/year + \$15 million barrier reduction services/year
- **Delivered by:** Community-based organizations and partners



Workforce Hubs

13 hubs deliver training to prepare people for entry level clean energy jobs

- Chicago West Side
- Chicago Southwest Side
- Joliet
- Waukegan
- Aurora
- Rockford
- Champaign
- Peoria
- Danville
- Decatur
- Carbondale
- East St. Louis
- Alton





Workforce Hubs

What will the training look like?



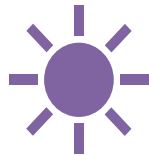
Wrap-around support: stipends, childcare, tutoring, transportation, etc.

Figure 1: Overview of Clean Jobs Curriculum Framework



Workforce Hubs

Job-specific
technical training



Solar PV
installer



Weatherization
technician



Energy auditor



EV Auto
Mechanic



Electrical
technician



Wind technician



HVAC installer or
technician

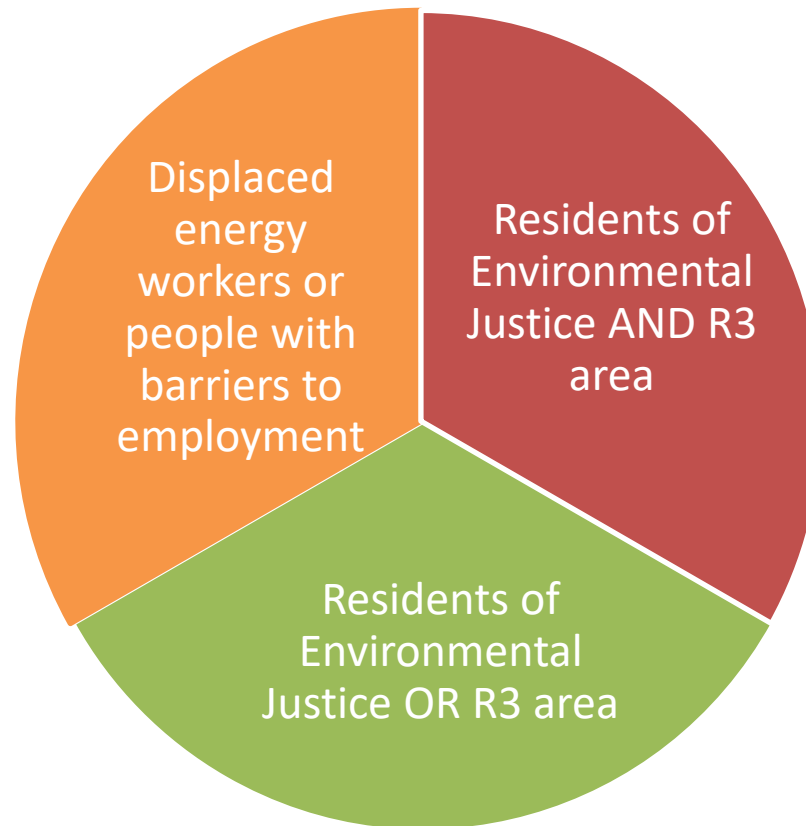
Hubs will decide on job-specific training options based on local job needs, training availability and employer partnerships.

Recommended: Solar PV installer + 1-2 other options



Workforce Hubs

Who will the program serve?





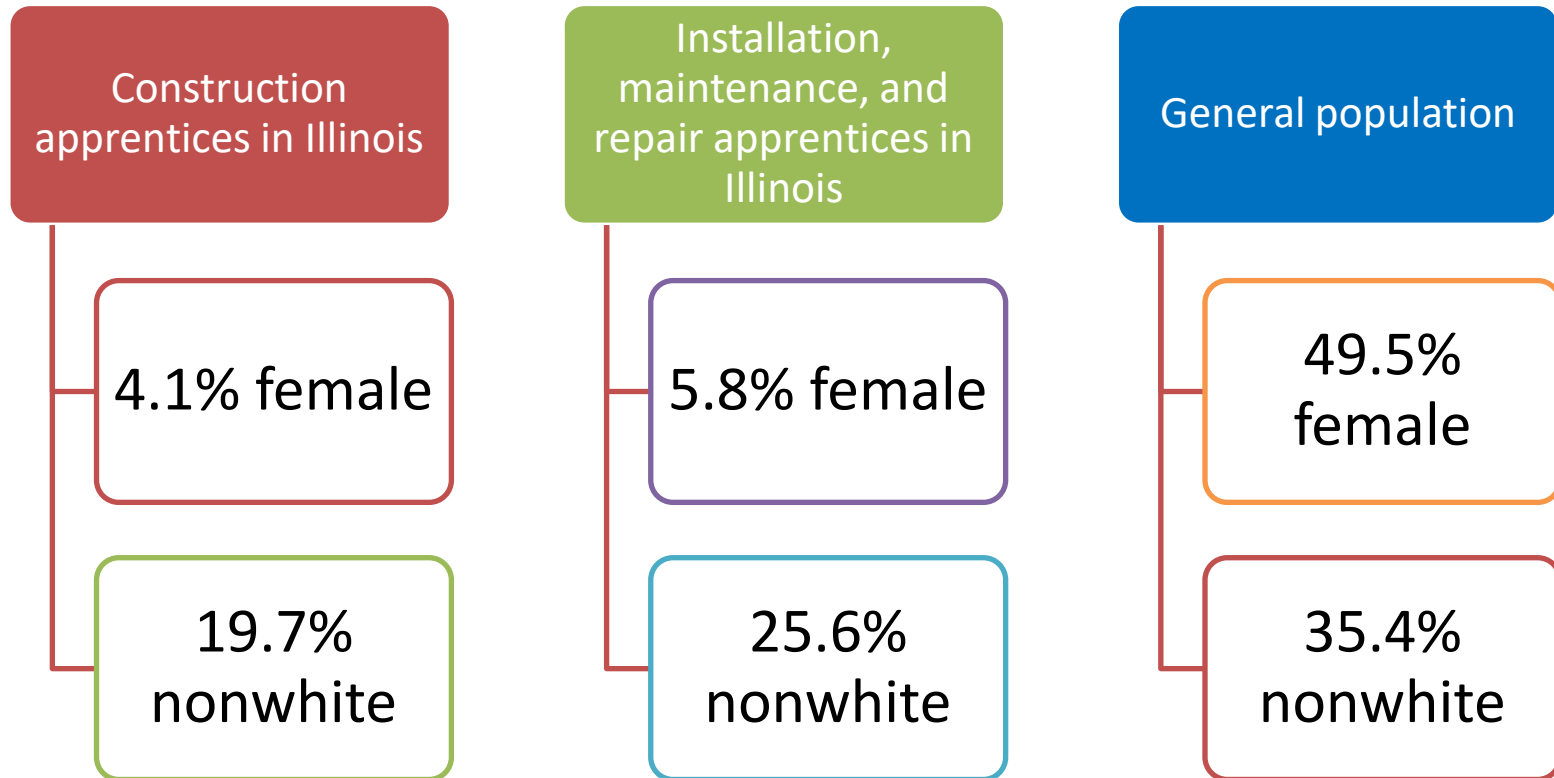
Climate Works Pre-apprenticeship Program

- **Goal:** Prepare people for apprenticeship programs in construction & building trades
- **What:** Construction training, with a clean energy focus
- **Where:** 3 centers throughout the state
- **Funding:** \$10 million/year + \$6 million barrier reduction funds/year
- **Delivered by:** Community-based organizations and partners



Climate Works Pre-apprenticeship Program

- The need: Apprenticeship opportunities not representative of Illinois population





Climate Works Pre-apprenticeship Program



Equitably grow the construction and building trades to meet the demand for clean energy workers



Prepare people to succeed in apprenticeship programs and ultimately get well-paying jobs in the construction and building trades.



Increase employment opportunities in the clean energy workforce for equity eligible individuals and communities.



Climate Works Pre-apprenticeship Program

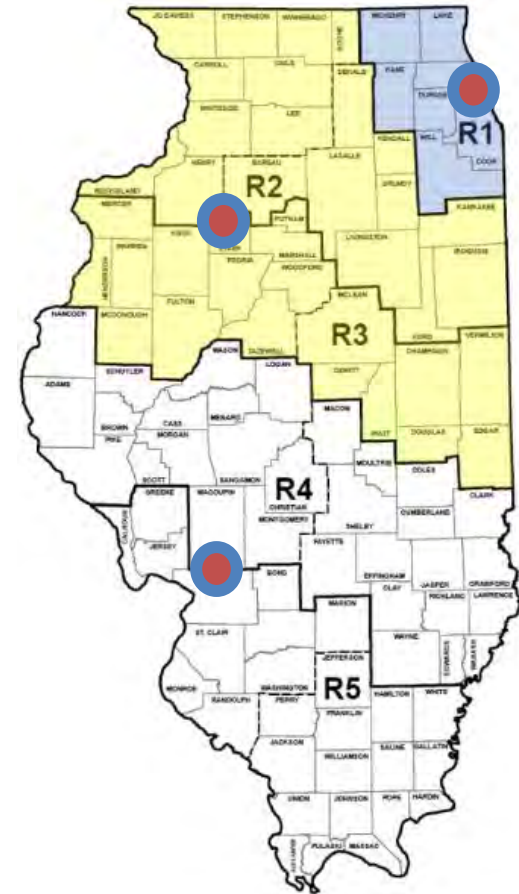
Three regional centers:

Center 1: IDOT Region 1

Center 2: IDOT Region 2-3

Center 3: IDOT Region 4-5

Applicant teams are encouraged to offer training in more than one location in the region to improve accessibility.





Energy Transition Navigator Program

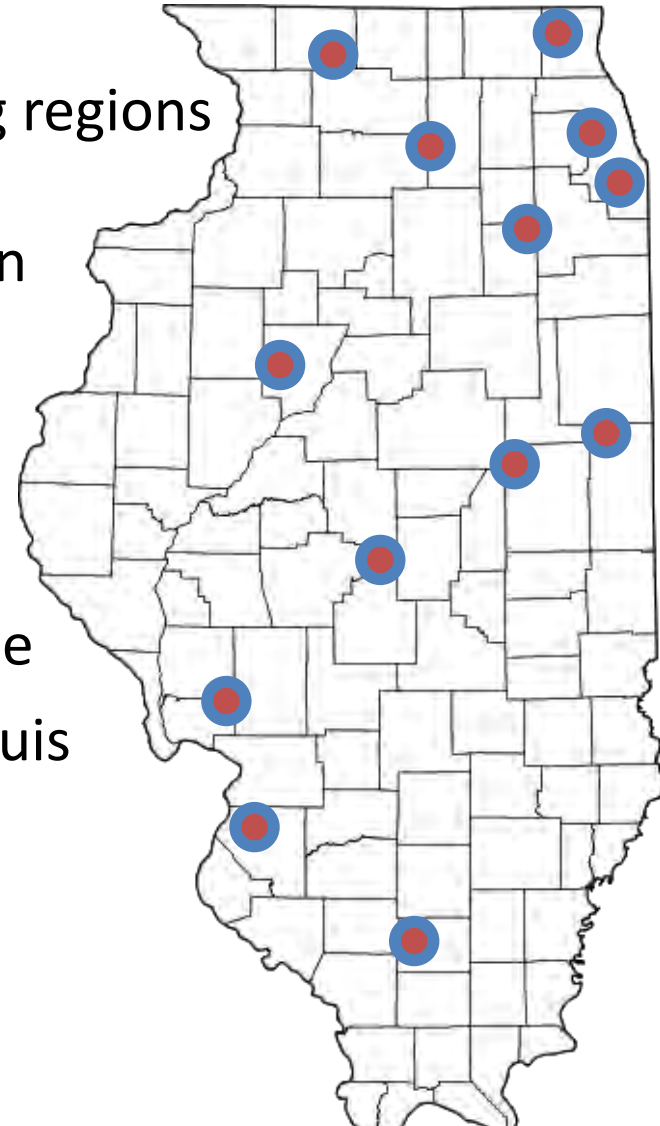
- **Goal:** Increase awareness of and participation in CEJA programs
- **What:** Provide recruitment, enrollment and engagement for CEJA workforce programs
- **Where:** 13 hubs and surrounding areas throughout the state
- **Funding:** \$6 million/year
- **Delivered by:** Community-based providers and partners



Energy Transition Navigators

Up to 13 teams will provide outreach and recruitment in the hub areas and surrounding regions

- Chicago West Side
- Chicago Southwest Side
- Joliet
- Waukegan
- Aurora
- Rockford
- Champaign
- Peoria
- Danville
- Decatur
- Carbondale
- East St. Louis
- Alton





Energy Transition Navigators

Outreach and recruitment

- Provide education, outreach and recruitment services for CEJA workforce programs.
- Provide support to people applying for services.

Small business supports

- Connect people to resources for growing small businesses.

Workforce engagement

- Engage with local workforce innovation boards, educational institutions and other entities.
- Promote CEJA workforce programs and provide information.

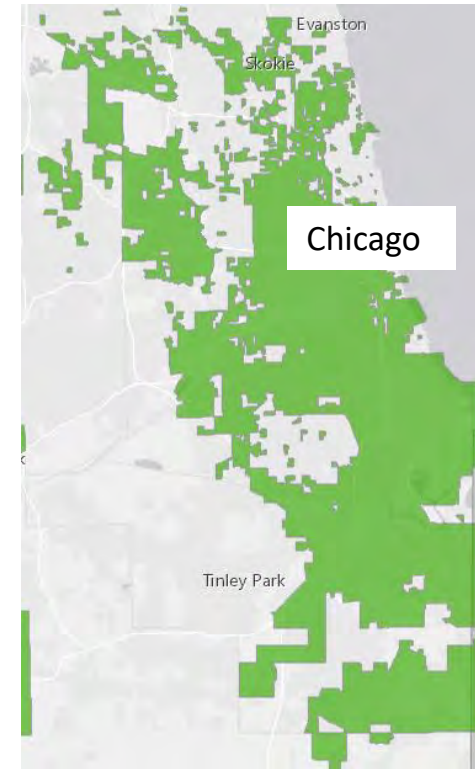
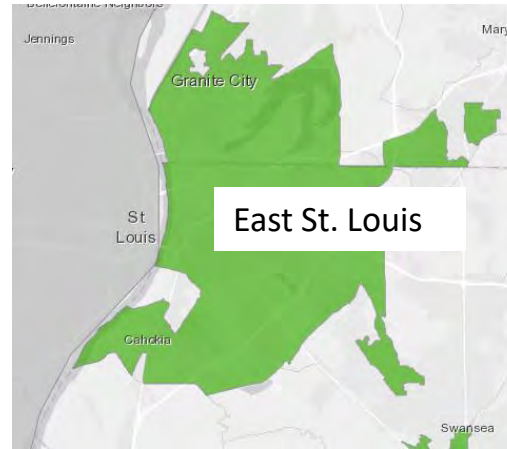
Employer engagement

- Engage with employers and local economic development organizations to facilitate job placement.

Who will programs serve?

Although eligibility varies by program, generally, the programs will serve:

- People living in equity investment eligible communities (environmental justice or R3 communities)
- Formerly convicted persons or current/former members of foster care
- Displaced energy workers and their dependents



[Equity Investment Eligible Community Map \(illinois.gov\)](https://www.illinois.gov/equity-investment-eligible-community-map)



Returning Resident Clean Jobs Training Program

- **Goal:** Prepare returning residents for good paying, entry-level clean energy jobs.
- **What:** Provide training, utilizing standard clean jobs curriculum framework.
- **Where:** Illinois Department of Corrections facilities
- **Funding:** \$6 million/year
- **Delivered by:** Community-based providers and partners



Returning Resident Clean Jobs Training Program

Assist with entry into program

- Assessments & interviews
- Application support
- Orientation

Teach the Clean Jobs Curriculum in prison

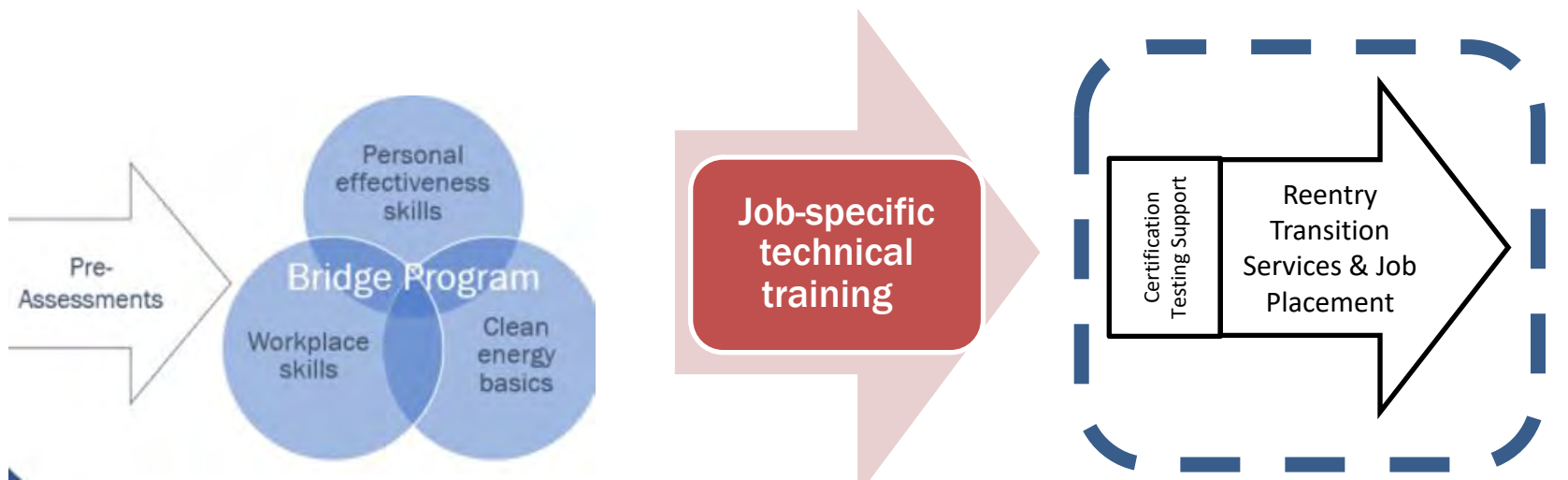
- Job readiness skills
- Clean energy basics
- Technical job-specific training & certifications

Provide post release support

- Connections to employers
- Connections to Workforce Hubs
- Job coaching and financial coaching
- Support services



Returning Resident Clean Jobs Training Program



Bridge Program

Options:

- Construction laborer + PV Solar Installer
- HVAC Installer, Technician
- Auto Mechanic (EV focus)

Wrap-around supports

CEJA Program funding model emphasizes equity

- Funding for delivering the workforce programs:
 - \$24 million/year for Workforce Hubs
 - \$10 million/year for Climate Works Program
 - \$6 million/year for Returning Resident Program
- Funding for barrier reduction services (separate program funds)
 - \$21 million/year for Energy Transition Barrier Reduction Program
- Funding for equitable recruitment and outreach
 - \$6 million/year for Energy Transition Navigator Program

Equitable implementation: Stakeholder engagement

Six listening
sessions (360
participants)

Stakeholder
survey

Requests for
information (RFI)

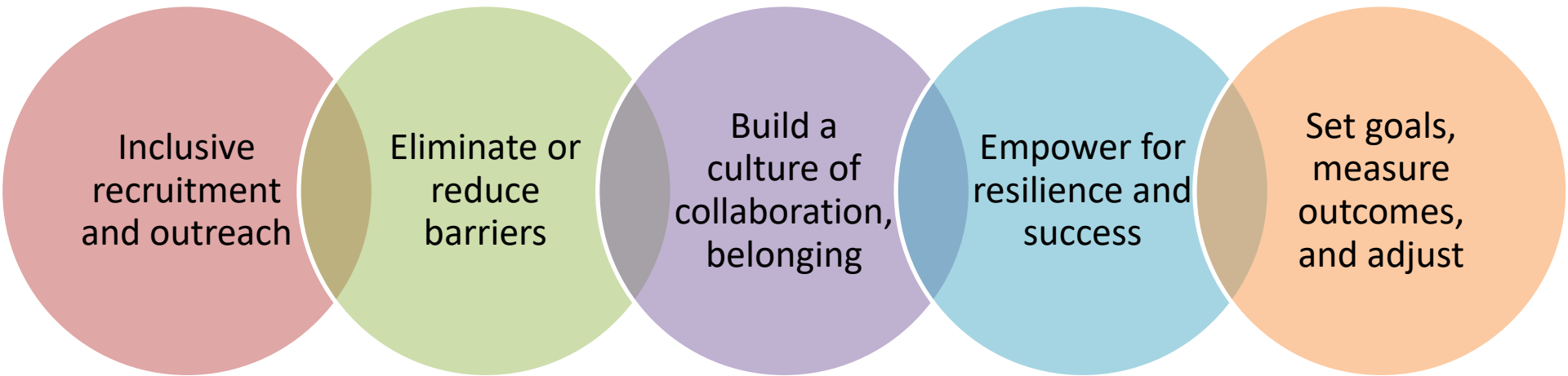
Individual
interviews &
written feedback

Employer
engagement
events

Employer and
training provider
curriculum review

STAKEHOLDER INPUT ON EQUITABLE PROGRAM DELIVERY

Equity focused programs: More than just numeric participant targets



Inclusive
recruitment
and outreach

Involve employers

- Organize field trips so young people can see employees in action.
- Offer opportunities for job shadowing.
- Have employers make class visits and host career expos.

Engage communities

- Host community events in equity eligible communities to generate excitement & provide education
- Host pilot clean energy projects in local communities to show how clean energy can benefit communities.

Find trusted messengers

- Host annual meetings with high school and college counselors
- Have program graduates from community spread the word

Diverse, inclusive marketing materials

- Show a diverse workforce in marketing materials
- Translate materials in different languages
- Use communication mediums that connect to target communities

Inclusive
recruitment
and outreach

Address lack of trust in communities

Past workforce programs haven't done what they said they would. They don't trickle down to the people who need them, so why should communities trust these new ones?

For returning residents, there is little trust because people go through training and then can't get a job on the other side.

People have been burned by solar programs in the past—and solar workforce programs. They promise, then don't deliver.

Programs are designed by people on the outside. How are they supposed to meet community needs if community voices aren't included?

Eliminate or
reduce
barriers

Flexible Delivery

Offer morning and evening options for different schedules.

Short term training is more flexible. Sometimes community colleges “do not have that flexibility.”

Have an open entry/open exit for people who have to drop out for a while. Start and end cycles are “too rigid.”

Allow for longer training and flexible training windows to decrease attrition and increase graduation.

Provide flexible timelines, application, acceptance, enrollment, and completion.

Eliminate or
reduce
barriers

Support service recommendations

Trainings must be fully integrated with a wide range of support services.

- Transportation, childcare, fees, referrals, emergency bill payment, etc.
- Support services should not be “addendums.”

Hubs should be a “one-stop shop,” a support system.

- Hubs should be well connected to other supportive services, organizations, and consultants to meet people’s needs.
- Navigators need to be aware of what participants need and able to connect them to supportive services.

Solid handoffs are crucial. . .

- To supportive services, organizations.
- From training to job.

Build a
culture of
collaboration
, belonging

Why are certain populations left out?

Women

- Perception that women can't handle physical labor requirements
- Uncomfortable work environments/few people who look like them in workplace
- Hiring discrimination
- Programs don't actively recruit or accept them

Minorities

- Lack of cultural competency at workplace
- Hiring discrimination
- Programs don't actively recruit or accept them
- Few people who look like them in workplace

Young people, underemployed

- Lack of awareness of opportunities
- No strong networks to bring people into careers
- Competition from other careers

Formerly incarcerated

- Background checks
- Hiring discrimination
- Lack of supports

Build a
culture of
collaboration,
belonging

Student support services needed

Mentoring is very important

Tutoring needs to be available

ESL classes need to be available

Use different learning methods for different learners

Life coaching

Utilize assessments to identify one's skills and highlight areas for assistance

Build a culture of collaboration, belonging

Provide retention services

Mentoring & check-ins

- Have a mentor coach them through their first few months.
- Have check-ins every 3 months.

Navigating the workplace

- Teach them how to navigate on-site discrimination, failure, rejection, and predatory treatment.
- Help them navigate HR and learn how to register complaints.

Supports

- Connect them to support groups.
- Continue to offer barrier-reduction supports.
- Raise awareness of other supports that are available after they get the job.

Continual training and career advancement

- Continue to provide training after they are hired.
- Provide opportunities for them to grow in their career.
- Provide funding for recertification.

Empower for
resilience and
success

End result of training should be...

Careers (not dead-end or low-wage jobs)

Short, stackable certificates: “Quick wins” and “immediate successes”

Industry-recognized certifications that employers actually want

Empower for
resilience and
success

Training for success

Standards

- Training must align with industry needs.
- Training must meet CEJA-identified basic standards.
- Training must lead to industry-recognized certifications.

Holistic

- Curriculum must be more holistic than a typical college course.
- Curriculum must look beyond technical skills and in-class, formal training.

Hands on

- Curriculum must be hands-on to counter classroom apathy and other barriers.
- Provide diverse ways of learning

Empower for
resilience and
success

Success depends on employer partnerships

Past training programs failed because they didn't connect people to jobs.

Employers need to commit to hiring program participants.

- Need both sticks and carrots.
- Employers must hire, not just advise.

Find employer champions who can promote more diverse hiring practices and inclusive work environments. Let them talk to their peers.

Empower for
resilience and
success

Support for participants after training

Employers asserted importance of management and support for participants after program completion.

Mentorships between new hires and experienced employees can help retention.

- Provide emotional support
- Provide career guidance
- Provide training

Set goals,
measure
outcomes,
and adjust

Hold programs and grantees accountable

Some programs say they are working, but they aren't. If they aren't meeting targets, they must be held accountable.

Must be very intentional about who to fund. Don't fund organizations that have unsupportive, non-inclusive work environments

Hold grantees accountable for racist, discriminatory practices.

Need robust evaluation procedures to make sure programs are meeting targets.

An advisory committee should help evaluate workforce programming.

Set goals,
measure
outcomes,
and adjust

Provide support for grantees

Provide robust technical assistance for potential applicants to help them apply, build partnerships

Provide robust training, mentorship and professional development for grantees (especially those that are new).

Provide DEIA training.

Set goals,
measure
outcomes,
and adjust

Hold employers accountable

Employers need clear expectations for involvement.

Must be very intentional about employer partnerships. Don't partner with employers that have unsupportive, non-inclusive work environments.

Hold businesses accountable for racist, discriminatory practices.

Provide cultural competency training and DEIA training for employers.

Need robust evaluation procedures to make sure programs are meeting targets.