



**MINORITY, WOMEN & EVANSTON BUSINESS ENTERPRISE  
DEVELOPMENT COMMITTEE**

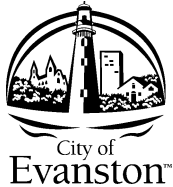
**Wednesday, February 20, 2019 6:30 P.M.  
Lorraine H. Morton Civic Center, 2100 Ridge Avenue, Aldermanic Library**

**AGENDA**

- 1. CALL TO ORDER / DECLARATION OF QUORUM**
- 2. APPROVAL OF MEETING MINUTES of January 16, 2019**
- 3. Guest Introductions**
- 4. UNFINISHED BUSINESS**
  - a. eLink Gateway Proof of Concept**
  - b. Evanston Rebuilding Warehouse Proposal Update**
- 5. STAFF REPORTS**
  - a. M/W/EBE and LEP Tracking Report**
  - b. 2019 Capital Planning Projects & LEP Summary Update**
- 6. NEW BUSINESS**
  - a. 2019 CIPP Sewer Rehabilitation Contract A - Award of Contract**
  - b. LEP Ordinance Penalty Language Discussion**
  - c. Green Jobs Presentation**
  - d. Procurement 101 Discussion**
- 7. ADJOURNMENT**

**Order & Agenda Items are subject to change.** Information about the Minority, Women & Evanston Business Enterprise Development Committee (M/W/EBE) is available at: [www.cityofevanston.org/mwebecommittee](http://www.cityofevanston.org/mwebecommittee). Questions can be directed to Tammi Nunez at 847-866-2935.

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**MINORITY, WOMEN & EVANSTON BUSINESS ENTERPRISE (M/W/EBE)  
DEVELOPMENT COMMITTEE**

Wednesday, January 16, 2019  
6:30 P.M.

Lorraine H. Morton Civic Center, 2100 Ridge Ave, Room 2403 - Lagoon Conference Room

**MEMBERS PRESENT:** Ald. Rue-Simmons, Ald. Braithwaite, Joshua Gutstein, Malik Kemokai, Yves Lassere, Nasutsa Mabwa, Jessica Oldani, and Juneitha Shambee

**MEMBERS ABSENT:** Kenneth Rodgers

**STAFF PRESENT:** CFO/ City Treasurer Hitesh Desai, Purchasing Manager Tammi Nunez and Business Diversity Compliance Coordinator Sharon Johnson

**OTHERS PRESENT:** Joel Klahn (Bulley and Andrews), and Lee Fantroy (BOWA)

**PRESIDING MEMBER:** Ald. Rue-Simmons

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**1. Declaration of a Quorum**

With a quorum present Ald. Rue-Simmons called the meeting to order at 6:35pm.

**2. Approval of Minutes**

Motion to approve the Minutes as presented from December 19, 2018 made by Ald. Braithwaite and seconded by Y. Lassere. **Vote called and taken. Motion passed unanimously.**

**3. Guest Introduction:**

Evanston Chamber member, Nasutsa Mabwa (replacing Bob Reece); Joel Klahn (Bulley and Andrews), and Lee Fantroy (BOWA) – LEP Update

Joel Klahn of Bulley and Andrews gave an update on Robert Crown Project: to date: \$7.7 million, 49% Women and Minority total project. 68% award of projects, plan to finish awards by 1<sup>st</sup> quarter. Will schedule meeting with Kevin Brown City Young Adult Program Manager to discuss clients he works with and potential job placements (skills, list, types of jobs and needs). Bulley and Andrews efforts to reach local residents included job fairs, outreach to local residents, and contacting unions with members residing in Evanston; and pushing trade contractors to look into unions for local residents. BA noted some of the trade unions have no Evanston members (residents to participate). Committee asked BA to document local hiring and track their local spend (printing catering or lunch, and measure any incidentals that are not true measurements of our goal.

**4. Unfinished Business**

CFO/ City Treasurer Hitesh Desai updated the Committee on the balance of the LEP Violation Account. After audit of account current balance is \$58,371.01; \$18,500.00 FY 2013 violation fees collected were not included in account total Staff is confident the fees were deducted, but not recorded in the system; contactor paid penalty and entire payment applied against expense account (money was unapplied, to

LEP account). At this time staff is still tracking fees. Once backup documentation is verified he will have the money moved to LEP account after discussion with City Manager. Transfer to the LEP should be made by the end of January; total account will be approximately \$77,000.

## **5. STAFF REPORTS**

### **a. MWEBE Tracking Report Update**

Business Workforce Compliance Coordinator S. Johnson gave an overview of the report:

- Four (4) 2018 rollover projects that will be assessed penalties.
  - MAG Construction – South Standpipe (75% complete, no effort to comply with LEP),
  - Copenhaver Construction - Fountain Square,
  - Church St. Harbor (Steel Fabrication) - Koviliv Construction, and
  - Chandler Newberger - Amber Mechanical Contractors, Inc.
- Howard Street project no new numbers should be wrapping up this quarter.
- Ms. Johnson anticipated \$34,000 in penalty fees for 2018 rollover projects.

### **b. 2018 Capital Planning Projects (Hold for next meeting discussion): Lara Biggs will be available next month with 2019 CIP report.**

## **6. New Business**

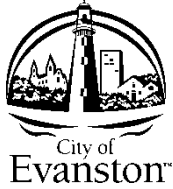
- ### **a. Alderman Rue-Simmons asked Sustainability Coordinator Kumar Jensen to work on a green job fair that we could possibly host, sponsor or facilitate. Growing demand for Green Jobs in industry and we have an opportunity to let out residents know that they need to prepare themselves and connect them with institutions that can provide certifications; these are career paths, they are great living wage jobs that they can do as an employee or go into entrepreneurship paths and prepare for the demand that is here. Alderman Rue-Simmons and Braithwaite will meet with Kumar, he will give them background on the industry; he will present at next on demand and what a green job fair could look like.**

Committee asked to bring suggestions, names of organization's in the industry that will be a good fit for the fair; most likely would go beyond local businesses to get content experts.

## **7. Adjournment**

Motion to adjourn made by Ald. Braithwaite and seconded by J. Oldani. **Vote called and taken. Motion passed unanimously.** Meeting adjourned at 7:35 pm.

**Respectfully Submitted,  
Tammi Nunez, Purchasing Manager**



# Memorandum

To: Members of the MWEBE Committee

From: Wally Bobkiewicz, City Manager

Subject: Evanston Local Spend - eLink Feasibility Study and Proof of Concept

Date: February 20, 2019

In an effort to better analyse local Evanston spend, the City will be moving forward with accepting Value Innovation Technologies (VIT) eLink Gateway technology proof of concept. After discussion with VIT Executives, the City was presented with their proof of concept terms to determine if there are enough EBE's to sustain an effective e-commerce marketplace. VIT will perform a proof of concept study to demonstrate the feasibility of Evanston e-commerce marketplace. The study deliverables will include: branded customized online shopping site within their Gateway platform for thirty (30) days to staff; local businesses product reporting, interest survey, and savings report. The cost of the proof of concept will be \$5,000. The city will execute the agreement Thursday, February 21, 2019.

# eLink™ Gateway Proof of Concept Terms

## **Purpose**

VIT will perform a proof of concept study to demonstrate the feasibility of and Evanston e-commerce marketplace designed to improve opportunities for local businesses to win business from the City of Evanston.

## **Problem Statement**

The City of Evanston has a desire to increase the amount of business it does with Evanston Business Enterprises (EBEs or local businesses). The eLink platform can host an online marketplace that can facilitate the achievement of this goal. The City would like to confirm that there are enough EBEs to constitute an effective marketplace.

## **Scope of Work**

- Analysis of the available local vendors for an Evanston marketplace
- Survey to document the interest of local vendors in participating in an Evanston marketplace
- Identification of opportunities to increase spend with local businesses
- Identification of opportunities for cost savings
- Develop sample shopping catalog

## **Methodology**

VIT will engage local professional organizations, outreach organizations, and vendors who have done business with the City to ascertain the interest of local businesses in participating in an Evanston Marketplace. VIT will also quantify the results of this research.

VIT will perform analytics on the Client's historical spend data to identify product and/or service categories most often purchased by the City and will identify opportunities to increase spend with local businesses and opportunities for savings through increased competition.

## **Client Resources**

The City of Evanston will make the following resources available to VIT

- Personnel who can provide VIT with insight into its future purchasing plans and insight into existing and desired purchasing workflows.
- Two years of historical spend data to include the following: product/service category, vendor name, vendor part number, manufacturer's part number, unit of measure, quantity per unit of measure, product description, commodity name, UNSPSC code, quantity purchased, unit price, extended price, order number, order date, and vendor contact information.

**System Integration**

VIT will not integrate the eLink™ platform with any of the Client's systems or with the systems of any of the Client's Vendors during the proof of concept.

**Deliverables**

- VIT will deliver a report documenting the number of local businesses (including their product or service offering) identified as available to participate in the Evanston Local Marketplace.
- VIT will deliver a survey documenting the interest of local businesses in participating in an Evanston Local Marketplace.
- VIT will deliver a savings report that documents the potential savings identified during the proof of concept.
- VIT will deliver to the Client a branded and customized online shopping site, within the eLink™ Gateway platform, that includes one or more shopping catalogs made up of a sampling of the products available from up to three local businesses. The catalog(s) will include examples of automatic product substitutions for high-volume and/or frequently purchased items.

**Term**

VIT will provide the deliverables to the City of Evanston approximately eight weeks after the receipt of the historical purchasing data. VIT will make the sample catalog available to the City of Evanston for 30 days.

**Cost**

\$5,000.00. This fee is due and payable upon the signing of this term sheet.

Agreed:

City of Evanston, IL

Client

\_\_\_\_\_  
By

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

Value Innovation Technologies Corp.

\_\_\_\_\_  
By

Cy Kennedy

\_\_\_\_\_  
Name

CEO

\_\_\_\_\_  
Title



## **February 2019 Update to the MWEBE Committee Pathways to Union Apprenticeship Programs for Evanston residents**

The Evanston Rebuilding Warehouse is pleased to provide an update to the City of Evanston MWEBE Committee on its efforts to build out pathways to union apprenticeship programs in Evanston.

### **Community Partnership with Union Apprenticeship Programs**

We continue to work directly with individual union apprenticeship programs to understand their recruitment processes and seek community partner status with them. This status allows us to have access to their entrance exams, tailor our curriculum to help trainees meet the requirements, and directly refer individuals to enter their apprenticeship programs. The unions we are connecting with include:

*Chicago Regional Council of Carpenters* - we are their community partner and are able to recommend candidates that will fast track enrollment into their apprenticeship program.

*International Brotherhood of Electrical Workers Local 134* - on January 25, we hosted a site visit for Maurice King, their Vice President, and he has granted us community partner status with their apprenticeship program. In this union it means that a receipt that shows graduation from our program earns significant points for a candidate's application. Their next recruitment class is in April 2019 and we have at least one trainee that will apply.

*International Union of Bricklayers and Allied Craftworkers* - on January 28, they hosted our trainees for a 3 hour visit to their district council training center. They are eager to work with us and build their ranks, especially among potential African American bricklayers. They do not have official community partner status but provided us with their entrance exam and will work with us on their next recruitment cycle in April 2019.

On February 4 we will visit the *Pipefitters Union Training Hall* and will seek community partnership status with them.

Our visit to the Bricklayers Union was an affirmation that our developing pathways to union apprenticeship program can *and will* result in careers that provide living wages and benefits. Using this visit as an example, we saw that:

- Our workforce trainees now understand the many career options that a bricklayer provides, and heard firsthand the success that comes from graduating their apprenticeship program. At least two people are now very motivated to become bricklayers!
- Our organization can prepare trainees for the application requirements. The union provided us with the entrance exam and can work with us to streamline the process for qualified candidates.
- Apprenticeship programs are stepping stones for careers with living wages and benefits. This union's apprenticeship program is 10 weeks. After the training, apprentices would make \$23/hour for 3 years. After graduation, they would make \$46/hour.

### **Partnership with Bennett Johnson**

We are drafting a partnership agreement with Bennett Johnson and his construction education program. The initial agreement would allow our trainees to attend Bennett's study sessions on topics like math for entry into union apprenticeship programs. We will also seek work experience opportunities for Bennett's trainees in our workshop. And we will work together to develop employer relationships to ensure that all of our graduates find meaningful employment, ideally in our community.

### **Exploring online options for industry recognized certifications**

Part of our workforce training program is to provide the OSHA 10 Construction Certification to our trainees. In an effort to save money, we partnered with OAI, Inc. to receive access to an online course for our trainees. Our early experiences show that it is a more difficult and time consuming way to gain the certification. It has thus far taken our trainees at least 18 hours to work through the course and it is not as interactive as an in-person option. We will seek trainees' feedback after the course is completed in early February 2019 but expect that we will look to schedule in person trainings in the future.

### **Conclusion**

We appreciate the opportunity to provide this update. We are eager to continue growing this work. Funding from the MWEBE Committee would increase our capacity to ensure that qualified candidates, especially Evanston residents, can get on a pathway to career success in the building trades as soon as possible.



## 2019 MWEBE Goal Compliant

Dept.	Date	RFP/Bid	Project Title/Evanston Work Hours	Total Bid Amt	Total Labor Cost / LEP Labor Cost	% MWEBE	Name of MWEBE	M BE	W BE	E BE	D BE	Subcontract Amount		
PWA	1/28/2019	Bid 18-60	Sherman Plaza Garage Lighting	\$334,618.00	\$68,932/\$10,340	Ogni Group's (LEP Eligible)								
						1.2%	Everlights Inc.			X		\$3,932.00		
						19.4%	Eunitel Inc.		X			\$65,000.00		
						<b>January Total</b>			\$334,618.00					\$68,932.00
						<b>Total to Date</b>			\$334,618.00		<b>20.6%</b>		0	1
PWA	2/11/2019	RFP 18-57	Environmental Monitoring Study	\$229,300.00		RHP Risk Management								
						22%	AFC International Inc		X			\$50,235.34		
						6%	WindSoleil			X		\$14,151.00		
						<b>February Total</b>			\$229,300.00					\$64,386.34
						<b>Total to Date</b>			\$563,918.00		<b>23.6%</b>		0	2

LEP Penalty Total 2013-2017	*Estimated 2018	Collected Amount to Date for 2018	Estimated Total to Date
\$76,871.59	\$34,113.80	\$0.00	<b>\$110,985.39</b>

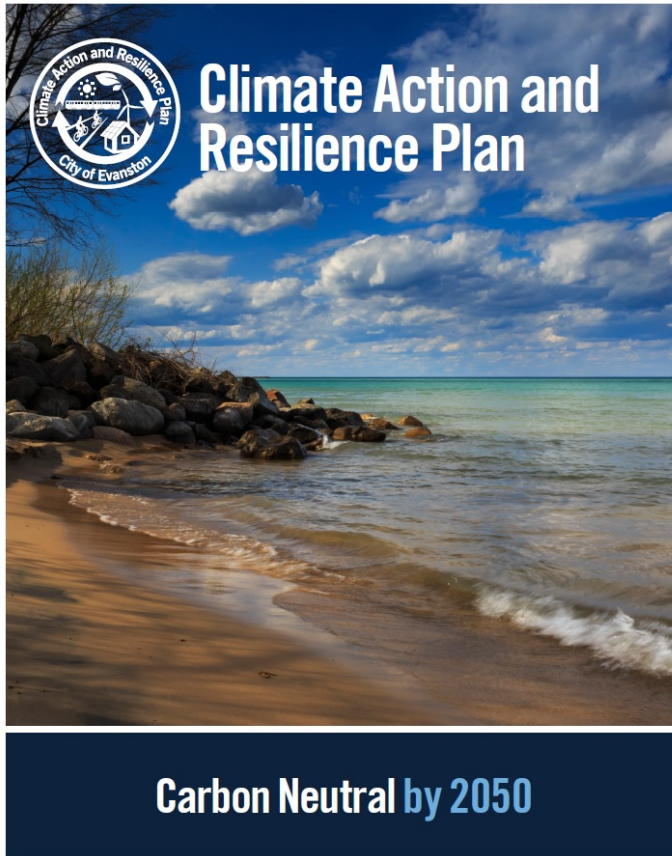
\*Estimated amounts not yet collected

2019 MWEBE Goal Waived						
Dept.	Date	RFP/Bid #	Base Bid Amount	Project Title	Company	Reason Waived
PWA	1/14/2019	No Bid #	\$214,073.00	Chandler Newberger Community Ctr	Garland /DBS Inc	Precludes Subcontracting Opportunities
		<b>Year to Date</b>	<b>\$214,073.00</b>			

**M/W/EBE Tacking Report Legend**

- PWA Public Works Agency
- ADM Administration
- HLT Health
- IT Information Technology
- CED Com Econ Dev
- LIB Library
- CMO City Manager's Office

# GREEN JOBS



**Kumar Jensen**  
Sustainability Coordinator  
City Manager's Office

[kjensen@cityofevanston.org](mailto:kjensen@cityofevanston.org)

847-448-8199

@GreenEvanston

# CARP GOALS

- |                               |      |
|-------------------------------|------|
| 1. 100% Renewable Electricity | 2030 |
| 2. Carbon Neutral             | 2050 |
| 3. Zero Waste                 | 2050 |

# GUIDING PRINCIPLES

1. Equity-Centered
2. Outcome-Focused
3. Cost-Effective and Affordable

# GREEN JOBS/CAREERS

1. Jobs in businesses that produce goods or provide services that benefit the environment or conserve natural resources.
2. Jobs in which workers' duties involve making their establishment's production processes more environmentally friendly or use fewer natural resources.

# GREEN JOBS/POLICY

1. Green New Deal
2. Future Energy Jobs Act (FEJA)
3. Illinois Clean Energy Jobs Coalition
4. CARP



# 242,343

## SOLAR WORKERS IN 2018

### JOBS BY SECTOR



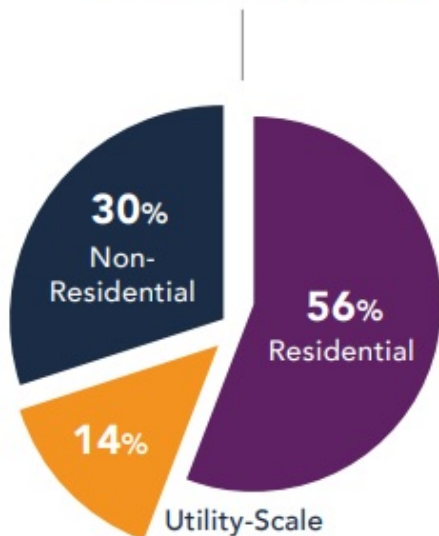
The U.S. has gained almost **150,000** solar jobs since 2010.

Uncertainty over the impact of tariffs and state policies helped put the brakes on job growth in 2018.

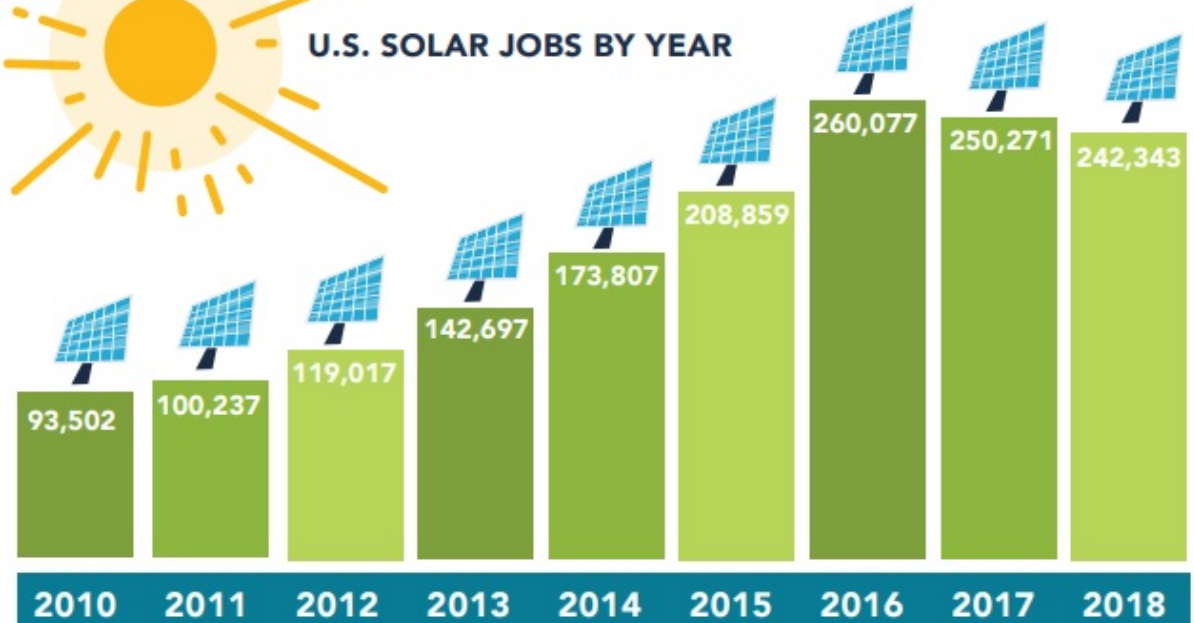
Sustained policy support for solar and renewable energy **is vital**.

That's how we create new jobs, lower energy costs, reduce carbon emissions, and boost local economies.

### BY MARKET SEGMENT

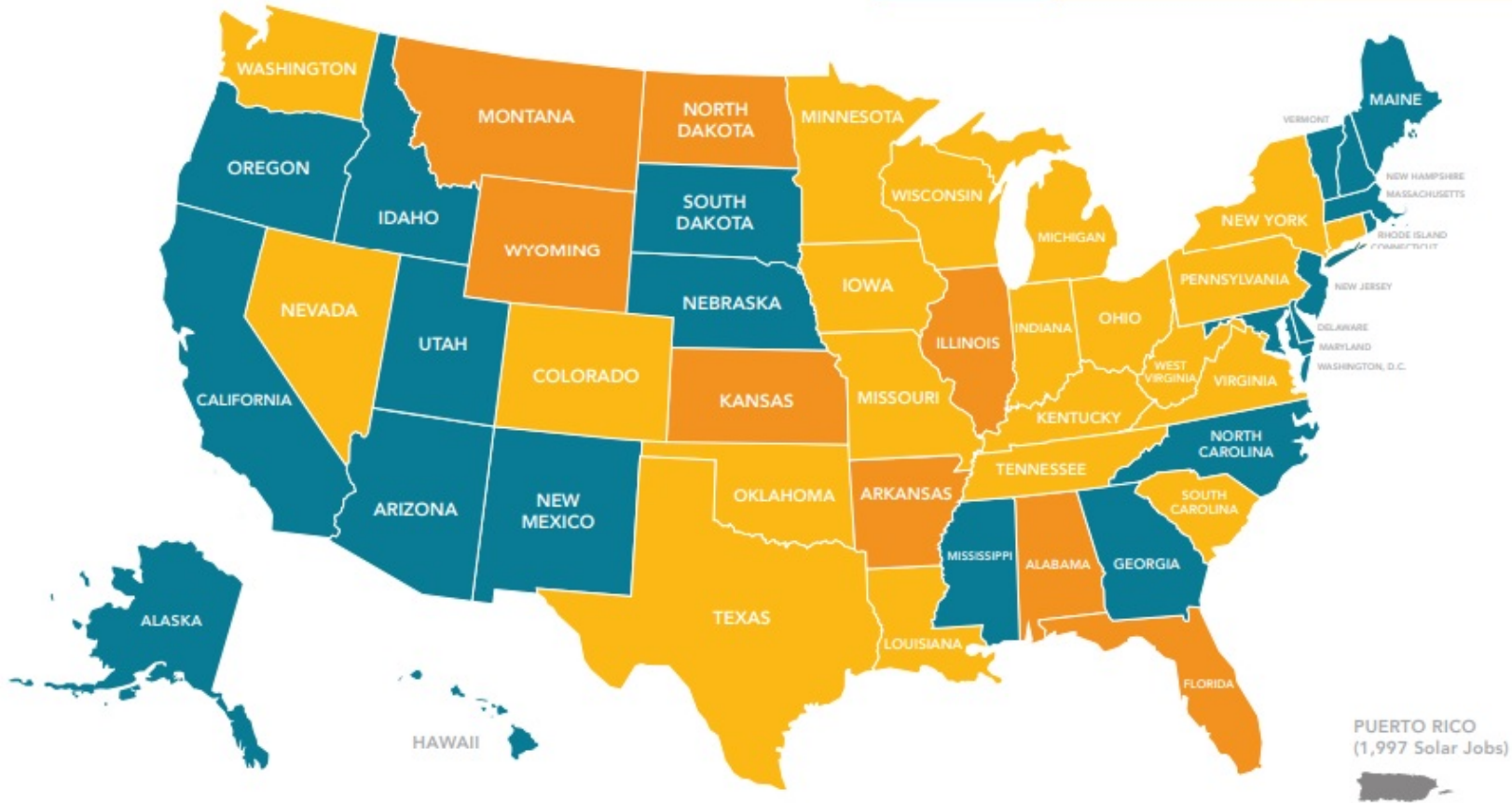


### U.S. SOLAR JOBS BY YEAR





# SOLAR JOBS BY STATE, 2018



PUERTO RICO (1,997 Solar Jobs)

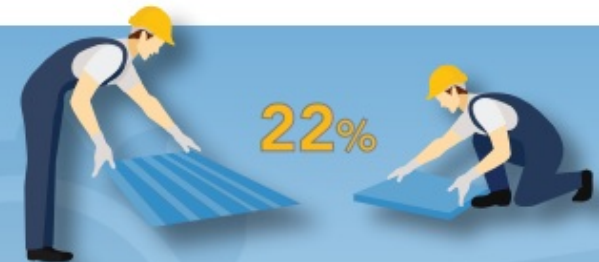
## THE SOLAR JOB MARKET IN 2018

**26%** OF ALL SOLAR EMPLOYERS

&

**33%** OF INSTALLERS & PROJECT DEVELOPERS

SAID IT WAS "VERY DIFFICULT" TO HIRE QUALIFIED EMPLOYEES.



of installation field staff spend most of their time out-of-state.

## SOLAR WORKFORCE DEMOGRAPHICS

26%

Women

17%

Latino/  
Hispanic

9%

Asian

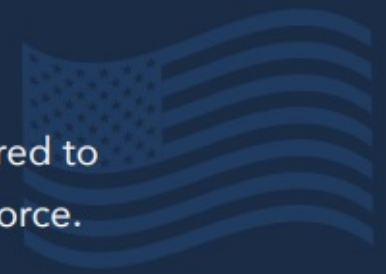
8%

Black/African  
American

**Veterans** make up

**7.8%** of solar workers, compared to

**6.6%** of the overall U.S. workforce.



## CHALLENGES TO GROWTH

Top challenges companies named as "very significant."

50% Policy Challenges

31% Supply/Cost of Materials

30% Interconnection  
Delays

28% Permitting  
Delays

## MOST DIFFICULT POSITIONS TO FILL



1. Sales, marketing,  
customer service



2. Management



3. Electrician/  
construction workers

## MEDIAN WAGES

**Entry-Level Full-Time Installers:**

**\$24/hour** for electricians

**\$19/hour** for non-electricians

**Mid-Level Full-Time Installers:**

**\$32/hour** for electricians

**\$28/hour** for non-electricians

## PERCENTAGE OF U.S. SOLAR MANUFACTURERS PRODUCING THESE COMPONENTS

Modules 31%

Mounting structures 28%

Monitoring systems 24%

Inverters 15%

Trackers 12%





# Appendix A: Solar Jobs by State

State	2018 Solar Jobs	2017 Solar Jobs	Year/Year Growth	Solar Jobs Rank	Solar Jobs Per Capita Rank	2018 Ratio of Solar Worker to Overall Workforce	2017 Ratio of Solar Worker to Overall Workforce
AK	66	72	-7%	52	52	1:4,909	1:4,721
AL	614	488	26%	43	50	1:3,362	1:3,987
AR	369	284	30%	47	51	1:3,408	1:4,250
AZ	7,524	8,381	-10%	6	9	1:384	1:322
CA	76,838	86,414	-11%	1	3	1:225	1:198
CO	6,847	6,789	1%	8	8	1:403	1:389
CT	2,193	2,168	1%	28	22	1:778	1:785
DC	1,092	1,294	-16%	35	5	1:729	1:593
DE	468	549	-15%	45	30	1:995	1:813
FL	10,358	8,589	21%	2	29	1:858	1:977
GA	3,696	4,310	-14%	21	37	1:1,245	1:1,011
HI	2,120	2,715	-22%	30	6	1:314	1:240
IA	844	815	4%	39	45	1:1,893	1:1,929
IL	4,879	3,571	37%	13	36	1:1,261	1:1,682
IN	3,114	2,773	12%	23	32	1:1,013	1:1,076
KS	896	538	66%	37	43	1:1,598	1:2,560
KY	1,410	1,293	9%	32	42	1:1,379	1:1,462
LA	2,950	2,668	11%	26	20	1:675	1:715
MA	10,210	11,530	-11%	3	7	1:362	1:313
MD	4,515	5,324	-15%	16	14	1:613	1:506
ME	635	713	-11%	42	31	1:989	1:882
MI	4,169	4,134	1%	18	35	1:1,067	1:1,056
MN	4,602	4,256	8%	15	13	1:647	1:682
MO	2,819	2,609	8%	27	33	1:1,036	1:1,080
MS	770	923	-17%	41	46	1:1,523	1:1,223
MT	274	208	31%	49	47	1:1,759	1:2,272
NC	6,719	7,622	-12%	9	19	1:675	1:572
ND	233	145	60%	50	44	1:1,865	1:2,905
NE	1,328	1,375	-3%	33	17	1:778	1:716
NH	890	1,051	-15%	38	18	1:782	1:633
NJ	6,410	7,106	-10%	11	15	1:657	1:580
NM	2,168	2,522	-14%	29	10	1:395	1:323
NV	6,680	6,564	2%	10	1	1:211	1:203
NY	9,729	9,012	8%	4	28	1:996	1:1,045

# SALARY SNAPSHOT

## 1. Solar installers

- National Average \$48,640 annually (\$23.38/hr)
- Illinois Average \$66,100 annually (\$31.78/hr)

## 2. National median income for all workers was \$37,690

All data for 2017

# CLEAN ENERGY JOBS

Illinois is home to **119,377** clean energy jobs

## Energy Efficiency, Renewables Top Clean Energy Industries in Illinois

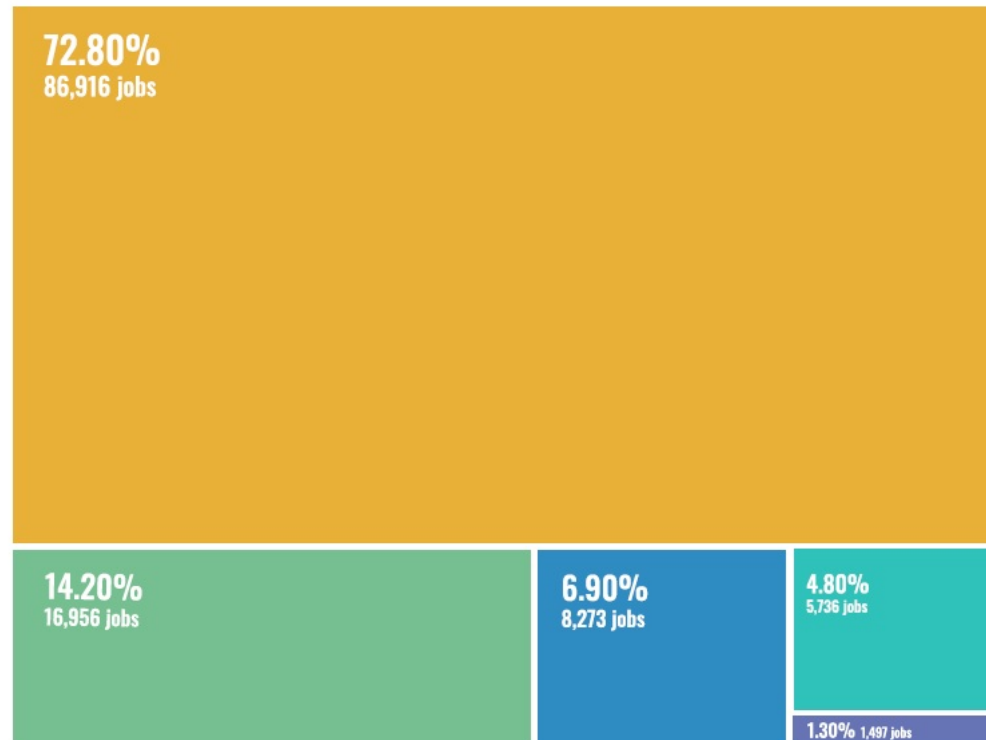
Illinois' clean energy industry continues to grow and is home to 119,377 clean energy jobs.<sup>1</sup> From 2016 to 2017, overall clean energy jobs grew by just less than 1 percent. Illinois leads the Midwest in energy efficiency jobs (86,916 jobs, 3.5 percent growth rate) and renewable energy jobs (16,956, 7.6 percent). Renewable energy job growth in Illinois accounted for nearly one-third (30%) of the entire region's growth in renewable jobs. By comparison, Illinois is home to just 31,821 fossil fuel jobs.

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# CLEAN ENERGY JOBS

## SECTOR BREAKDOWN

Fig. 1:  
Clean Energy Technology Sectors,  
2017



1. Unless otherwise stated, all data is based on the 2018 U.S. Energy and Employment Report (Source: National Association of State Energy Officers; Energy Futures Initiative). The report incorporates an updated methodology that captures more energy efficiency manufacturing jobs than in previous years. Unlike past Clean Jobs Midwest reports, this year's report does not count fossil fuel industry workers who also spend a portion of their time on renewable energy or energy efficiency as clean energy jobs. See the About section at [cleanjobsmidwest.com/about](https://cleanjobsmidwest.com/about) for full details.



# FUTURE ENERGY JOBS ACT

# SPECIFICS

## The Future Energy Jobs Act Will:



**Substantially expand energy efficiency programs** to drive customer savings and also expand options for commercial, industrial, and low-income customers.



**Commit up to \$750 million for low-income communities** to save money and help them benefit from clean energy.



Protect **4,200 jobs** and preserve **\$1.2 billion in economic activity** annually.



**Strengthen and expand the Renewable Portfolio Standard** to ensure stable, predictable funding for renewable development, **providing \$180M per year – growing to \$220M per year – in funding for renewable resources**, including new wind power, large-scale solar power, and rooftop and community solar.



Position **Illinois as a leader** in zero-carbon electricity.



Provide **job training** and create **thousands of clean energy jobs** in energy efficiency, energy innovation, and renewable power industries.



**Protect consumers** through a 25 cent monthly cost impact cap for residential customers through 2030 and a 1.3% cap for business customers.

\$30 million for three training programs:

1. Solar Training Pipeline
2. Craft Apprenticeship Program
3. Multicultural Jobs Program

Directs funding for training toward diverse communities and those who struggle most to find employment, including former foster children and ex-offenders.



# FEJA PROGRAMS

## Proposed Definition of Eligible Trainee

1. Successfully completed a qualified job training program from one of three FEJA funded programs within 36 months of the installation:
  - a) *Solar Training Pipeline Program*
  - b) *Solar Craft Apprenticeship Program*
  - c) *Multicultural Jobs Program*
2. Or successfully completed an alternately qualifying Illinois-based program that leads the trainee to becoming a Qualified Person under Part 461 Rule within 24 months of the installation performed
  - a) *Qualifying program accounts for more than 50% of the hours towards certification beyond the OSHA 10*
3. And performed installation work on ILSFA projects in one of the six NABCEP Installer Task Categories



# FEJA PROGRAMS

## Other Qualified Job Training Program Types

### Part 461 Rule Requirements

Part 461 refers to four categories of solar installation certification.

#### Journeyman Electrician

- » An apprenticeship as a journeyman electrician from a USDOL-registered or an applicable state-agency-registered electrical apprenticeship and training program

#### NABCEP

- » A North American Board of Certified Energy Practitioners (NABCEP) distributed generation technology certification program

#### In-house Electrical

- » An electrical training program for in-house employees established and administered by an electric utility regulated by the Illinois Commerce Commission

#### Community College Associates Degree

- » Or an Associate in Applied Science degree from an Illinois Community College Board-approved community college program in solar generation technology

# EVANSTON

1. Explicitly connect CARP policies with workforce/career opportunities
  - Ex. Training in building energy management as a part of our energy benchmarking ordinance
2. Host career training event(s) and/or career “fair(s)”
  - \$5,000 from Good Neighbor Fund for 2019

# TAKEAWAYS

1. Solar and energy efficiency jobs:
  - Will increase in Illinois in the coming years
  - Pay for solar jobs in particular are very good on average
2. State legislation (FEJA) provides structure and resources for training support
3. Local climate plan (CARP) provides opportunity for increased attention and resources on this sector