

Exploring Community Based Approaches to Inclusive Energy Efficiency

Illinois Energy Efficiency Job's Board



Key Presentation Features

- Urban League Movement
- Energy Efficiency Market Development Initiatives
- Evolution of Job Searching & Career Placement
- Illinois Energy Efficiency Jobs Board
- Diversity & Inclusion in Energy Efficiency
 - Addressing the Career Barriers
 - Increasing Diversity in the Energy Efficiency Workforce
- What we've accomplished
- Questions/Contact Information



The Urban League Movement

Established in 1910, National Urban League (NUL) is the nation's oldest and largest community-based movement devoted to empowering African-Americans and other underserved populations to enter the economic and social mainstream by imparting a five-point strategy.

1. Education and Youth Empowerment
2. Economic Empowerment and Workforce Development
3. Health and Quality of Life Empowerment
4. Civic Engagement and Leadership Empowerment
5. Civil Rights and Racial Justice Empowerment

Headquartered in New York City, NUL spearheads the non-partisan efforts of its 90 local affiliates in 36 states and the District of Columbia.

Local affiliates, in 2021, served 1.7 million individuals and families in their communities through programs, services, advocacy and research tailored to community specific needs.





Our Local Affiliate: Springfield Urban League

- Springfield Urban League Inc. has been part of the national network of Urban Leagues since 1926.
- SUL's strategy is multi-pronged and geared specifically towards serving central and downstate Illinois that includes a training center in Chicago:
- **Education** by ensuring every American child is *ready for college work and life*.
- **Jobs** that every American *has access to jobs with a living wage and good benefits*.
- **Housing** for every American to *live in safe, decent, affordable and energy efficient housing on fair terms*.
- **Health** that every American *has access to quality and affordable health care solutions*.

Empowered through Workforce Development: assists clients as they gain employment and build sustainable careers. SUL provides workforce development services to further impact the individual's success.

Offerings include job placement program, career training, resume writing workshops, job interview preparation workshops and computer and internet training, industry recognized credential trainings.



Market Development Initiatives

- Landlord/Tenant Research Project (Advocacy/Justice)
- Energy Efficiency Kit Distribution (Education/Energy Efficiency Savings)
- Illinois Energy Efficiency Jobs Board (Job)

Illinois Energy Efficiency Jobs Board

Illinois Energy Efficiency Jobs Board Connects job seekers to energy efficiency jobs.

- Create a one-stop-shop for energy efficiency job seekers and employers.

Goals

- Build on-going relationships with Energy Efficiency employers to provide pathways to employment job seekers
- Prepare job seekers for Energy Efficiency job opportunities
 - County Resources
 - Industry Recognized Credential Training
 - Barriers to Employee Retention (Transportation, Childcare, Housing, etc.)



Evolution of Job Searching/Career Navigation

- **THEN**
 - Newspaper ads were the main source of job listings
 - If you applied for a job, you generally received a response
 - A lack of technology skills may not have been a drawback
 - Résumés were presented on paper and delivered by mail or in person
- **NOW**
 - Millions of job postings show up online every day
 - Electronic applications — emailing résumés or submitting forms online — have become the norm
 - Your résumé may get scanned electronically for keywords.
 - A successful job search includes networking.



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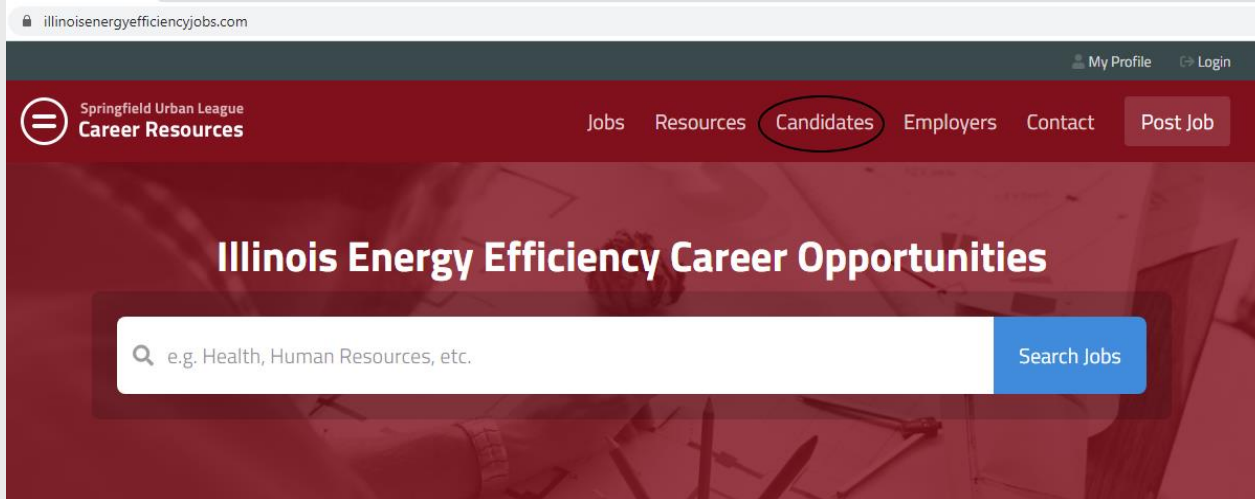
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Illinois Energy Efficiency Jobs Board



596 Energy Efficiency Jobs Posted
200+ Community Events Attended
+2,000 Jobseekers Engaged



Industry Recognized Credential Training

The Springfield Urban League and our network of partners work to enhance skill sets through credential and educational programming.

[Learn More](#)



County Resource Services

View lists of resources by Illinois County, including Job Training/High Demand Fields, Computer Classes, Job Skills/Resume Development, Scholarships, Transportation to Employment or Training, and more.

[Learn More](#)



Financial Resources

Financial coaching helps clients do a better job in how they handle their money. The goal is for a family to examine their savings and spending habits to see if they can make positive changes that improve their credit scores and stabilize and grow their assets.

[Learn More](#)



Job Readiness Training

The Springfield Urban League serves as an Illinois WorkNet portal that provides community residents access to online training, employment opportunities, resources and workshops.

[Learn More](#)



Job Opportunities in Energy Efficiency

- Energy Efficiency Jobs
 - Between 15 and 60 Million new Energy Jobs (21% Annual Growth)
 - +2,117 Clean Energy Jobs (2019)

Illinois Energy Efficiency Jobs

- 91,204 Energy Efficiency Jobs (Illinois)
- Energy Efficiency Jobs in the Midwest 9,694 (2/1/22)
 - Illinois 1,977
 - Michigan 1,185
 - Minnesota 1,093
 - Ohio 1,521





Diversity & Inclusion in Energy Efficiency

BARRIERS

The Cost of Education

- Scholarship Programs
- Subsidized Employment/On the Job Training

Lack of Academic Preparation

- Training Programs
- One-on-One Career Navigation

Lack of Mentorship

- Assigned Mentorship
- Industry Specific Mentor/Shadowing

Limited Exposure to Energy Efficiency Careers

- Energy Efficiency Jobs Workshops
- Illinois Energy Efficiency Jobs Board



Diversity & Inclusion in Energy Efficiency

Energy Efficiency touches everyone.

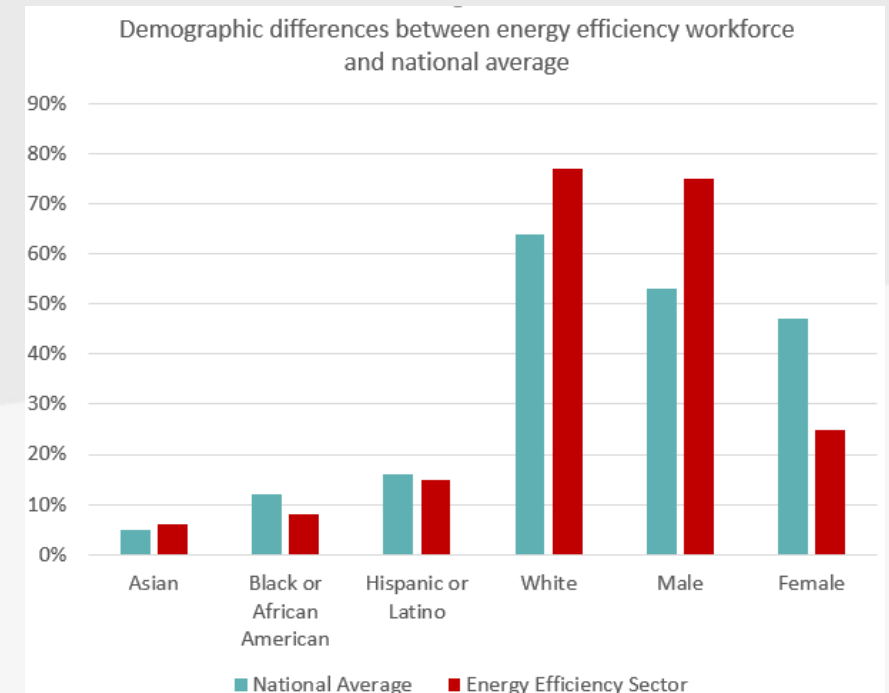
- African Americans account for only 6.7% of Energy Efficiency Workforce
- Women account for only 17% of the Energy Industry

Promote an inclusive environment through policy development.

- Commit to hiring people that are representative of the people you serve.
- Offer training to contracting firms, students, and other target segments in order to increase diversity in the pipeline of workers.

Don't Reinvent the wheel.

- Community Based Organizations in your community have programs and resources to help attract, recruit and retain underserved/underrepresented job seekers.





How to leverage your community-based organizations and resources

Partnership

- Form institutional partnership
 - Local School Districts
 - Community Colleges/Technical Colleges
 - 4-year colleges/Universities

Tailored Job Seeker Support

- Energy Efficiency pathways are expansive.
- Work with a diverse set of stakeholders to promote meaningful skills development, technical training, internships and job placement opportunities for underrepresented groups.

Diversity

- To develop written community-based diversity plans that clearly define measures for success advancing diverse employment across all levels and sectors of the energy industry including in its C-Suites, Boards and outside consultants.





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