



Skills & Training Needs



ENERGY EFFICIENCY
PROGRAMS



Energy efficiency job growth in 2019 and 2020

Illinois Energy Efficiency Jobs in 2019

Tepid but steady growth in 2019,
compared to past years

10.00% Percent energy efficiency job growth in 2019

8.00%

6.00%

4.00%

2.00%

0.00%

■ Predicted ■ Actual

Energy efficiency workforce at end of 2019:
91,000 workers

[2020 USEER Jobs Report
https://www.usenergyjobs.org/](https://www.usenergyjobs.org/)

And now for 2020...



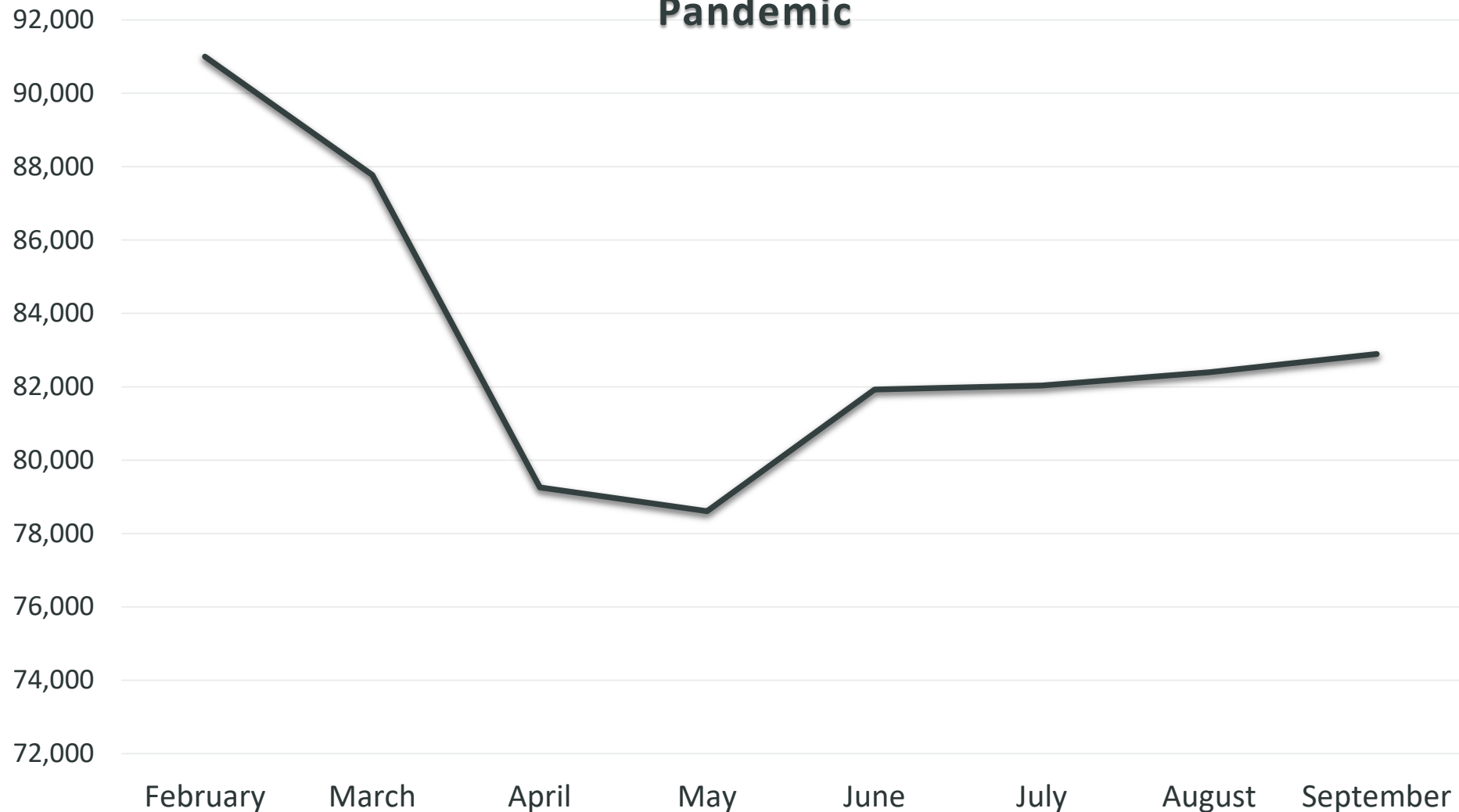
Energy efficiency
employers predicted 4%
growth in 2020



What's actually
happening

~8.7% Decline in energy efficiency jobs since pre-COVID-19

Illinois Energy Efficiency Jobs Since Beginning of Pandemic



<https://e2.org/wp-content/uploads/2020/10/Clean-Energy-Jobs-September-COVID-19-Memo-Final.pdf>

**Hiring difficulty—
even before the
pandemic**

Hiring Difficulty

90% of Illinois energy efficiency employers indicated that it was difficult to fill jobs

	Very Difficult	Somewhat Difficult
2018	32%	63%
2019	61%	29%

Jobs Most Difficult to Fill

Construction (48%)	Manufacturing (22%)	Trade, Distribution, & Transport (7%)	Professional Services (20%)
Installation workers	Manufacturing or production positions	Sales, marketing, customer service	Engineers/scientists
Technician or mechanical support	Engineers/scientists	Technician or mechanical support	Management
Sales, marketing, customer service	Sales, marketing, customer service	Management	Inspectors

**Why is it difficult to
fill jobs?**

1. Lack of Experience, Training, Technical Skills

Trade Skills

“It’s just a lot easier to train someone that already has a background in the trades.”

Math

“They need to understand numbers and calculations, to use a spreadsheet.”

Experience

“It would be nice if job candidates had the ability to walk right onto an installation without having to do months and months of training.”

Using Tools

“You can’t be clumsy with power tools.”



1. Lack of Experience, Training, Technical Skills

Trade programs teach basic carpentry, mechanical, and technical skills

But

They are often light on
energy efficiency



They may not address whole
system approaches



VS



1. Lack of Experience, Training, Technical Skills

Energy efficiency-specific programs (like weatherization training or BPI)
cover energy efficiency basics

But

Some trainees may need more remedial courses and
hands-on learning opportunities



1. Lack of Experience, Training, Technical Skills

Employers expect to do some training on the job

But

**Qualified job candidate =
Short training period**

**Unqualified job candidate =
Long training period**



2. Competition/Small Applicant Pool

Competition

“We train them, we get them interested in it and somebody flips them, a different job with more money and they just run off.”

Pay

“They’re fine working really hard but they’d like to at least be making something that matches up with what they’re doing.”

Too Many Choices

“There’s just so many different options to choose from, you know?”

3. Insufficient Non-Technical Skills

Business Skills

Dependability

Communication

Critical Thinking

“They need essential skills: showing up on time, putting in a day’s work, being punctual and accountable.”



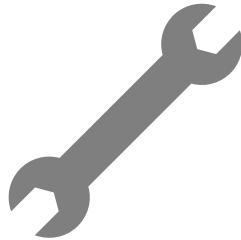
Training Needs



More energy efficiency content in
trade programs



More remedial courses



More hands-on learning
opportunities



More opportunities to
learn soft skills

More Coordination

“We have not been approached by any kind of training programs that are able to provide qualified applicants for what we do.”



Employers



Trainers

“If we’re producing people that no one’s hiring, then it’s just a program. It’s just there to make me look good.”

More Accessible Training Opportunities

Training
delivered in
community hubs

Training for
different
schedules

Training tailored
to population

Online
training/mobile
options

Credentialing &
certification

Access to
WIOA
opportunities

Introducing YouthBuild

