



# CEJA ILLINOIS

Climate and Equitable Jobs Act  
Workforce Programs

## CEJA Workforce Programs Opportunities for Apprenticeships

November 16, 2023



**Illinois**  
**Department of Commerce**  
& Economic Opportunity

JB Pritzker, Governor

# Presenters

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# Agenda

- What are apprenticeships and what benefits do they bring your business?
- Climate and Equitable Jobs Act Workforce Programs: A Call for Apprenticeship Expansion
- Apprenticeship examples: IBEW Local #134 & Soulcial Kitchen
- Get started: Reach out to your Apprenticeship Specialist



# What are apprenticeships?

- 7 Elements of Apprenticeship
- Kinds of Apprenticeships
- Common Myths about Apprenticeships
- Partnerships
- Key Roles
- Designing Apprenticeships



# What are apprenticeships?

*Apprenticeships are an industry-driven, high-quality career pathway where employers develop and prepare their future workforce and individuals obtain paid work experience and receive progressive wage increases and classroom instruction.*

## PAID JOB

Earn a competitive wage from day one



## EDUCATION

Gain knowledge from on-the-job learning and job-related classroom training



## CREDENTIALS

Earn a portable credential within your industry

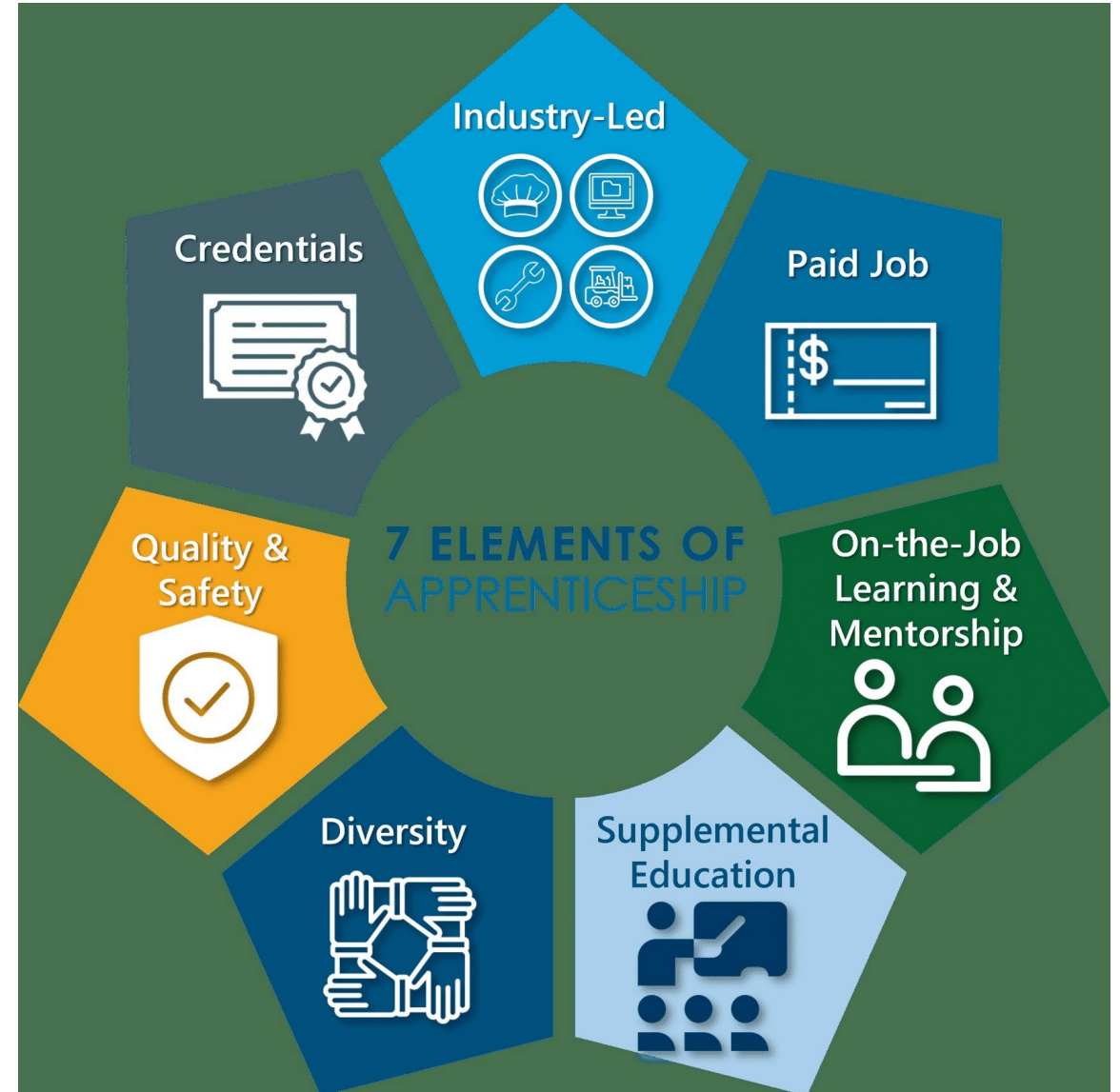




# The 7 Elements of Apprenticeships

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- Industry-Led
- Paid Job
- On-the-Job Learning & Mentoring
- Supplemental Education
- Diversity
- Quality & Safety
- Credentials



**US Department  
of Labor  
Registered  
Apprenticeship**

**Advantages of Registered  
Apprenticeship Programs**

- Additional resources like state and federal funding, state tax credits, technical assistance
- National credential

# Time-based vs. Competency- based

## Time-based

- Based on number of instruction hours in classroom and on the job
- Good for occupations where repetition is a good way to learn the skills
- Sometimes training hours required for license

## Competency-based

- Evaluated based on demonstrating competency
- Can be self-paced

## Hybrid

- Apprentice must attain a set of competencies within a range of hours



# Myth: Apprenticeship programs are just for unions

## Union

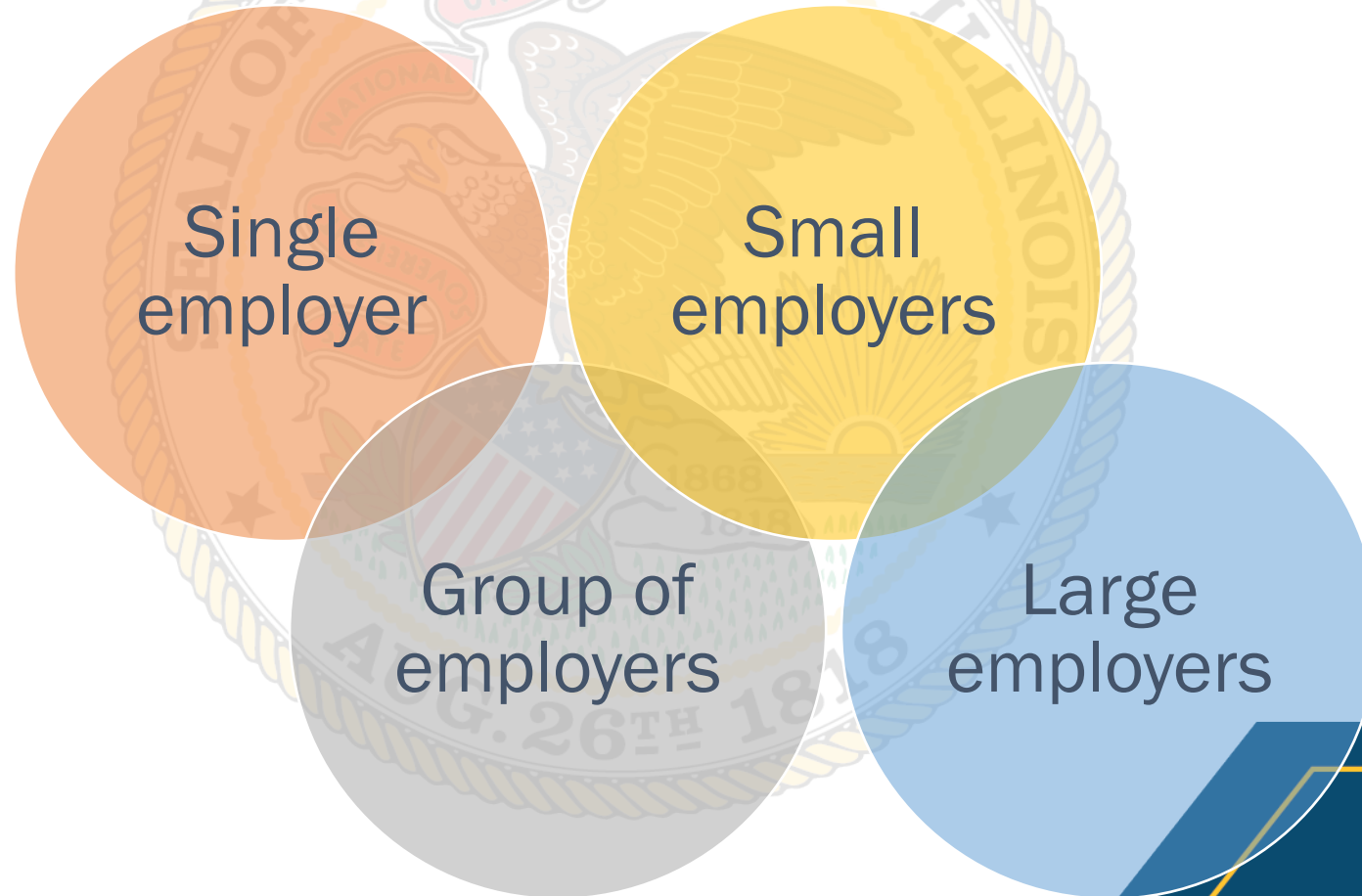
- Collective bargaining agreement
- Training typically more standardized
- Typically higher wages

## Non-union

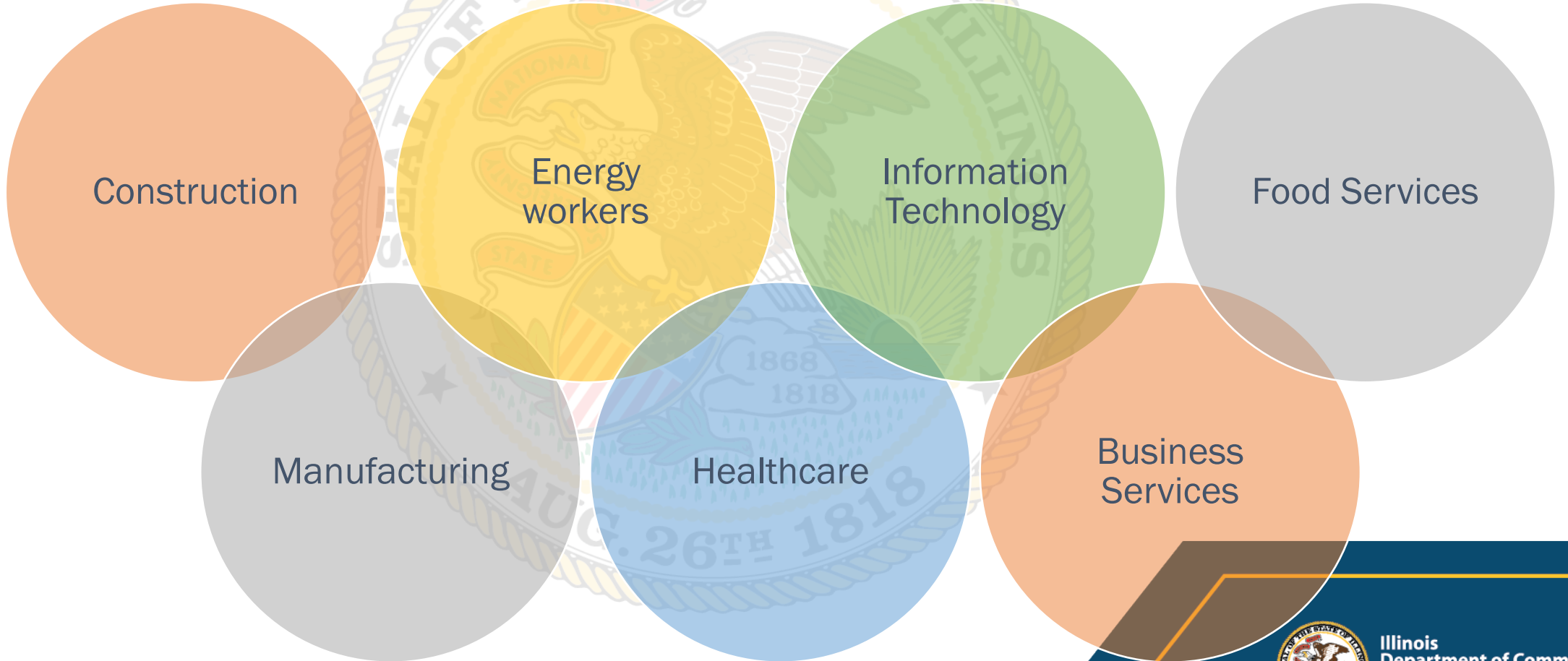
- Can also offer **exceptional on-the-job** training opportunities
- **More Flexibility**



# Myth: Apprenticeship programs are just for big employers or groups of employers



# Myth: Apprenticeships are just for the trades



# Why Apprenticeships?

## Employer Benefits

- Industry Relevance
- Reduced Skills Gap
- Workplace Integration
- Diversity and Inclusion
- Culture of Learning and Development
- Increased worker retention

## Apprentice Benefits

- Skill Acquisition
- Career Pathways
- Earn While You Learn
- Benefit from support systems and learning aids
- Optimized for experiential learners



# How much does it cost?

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Every business and program are different,  
so costs can vary

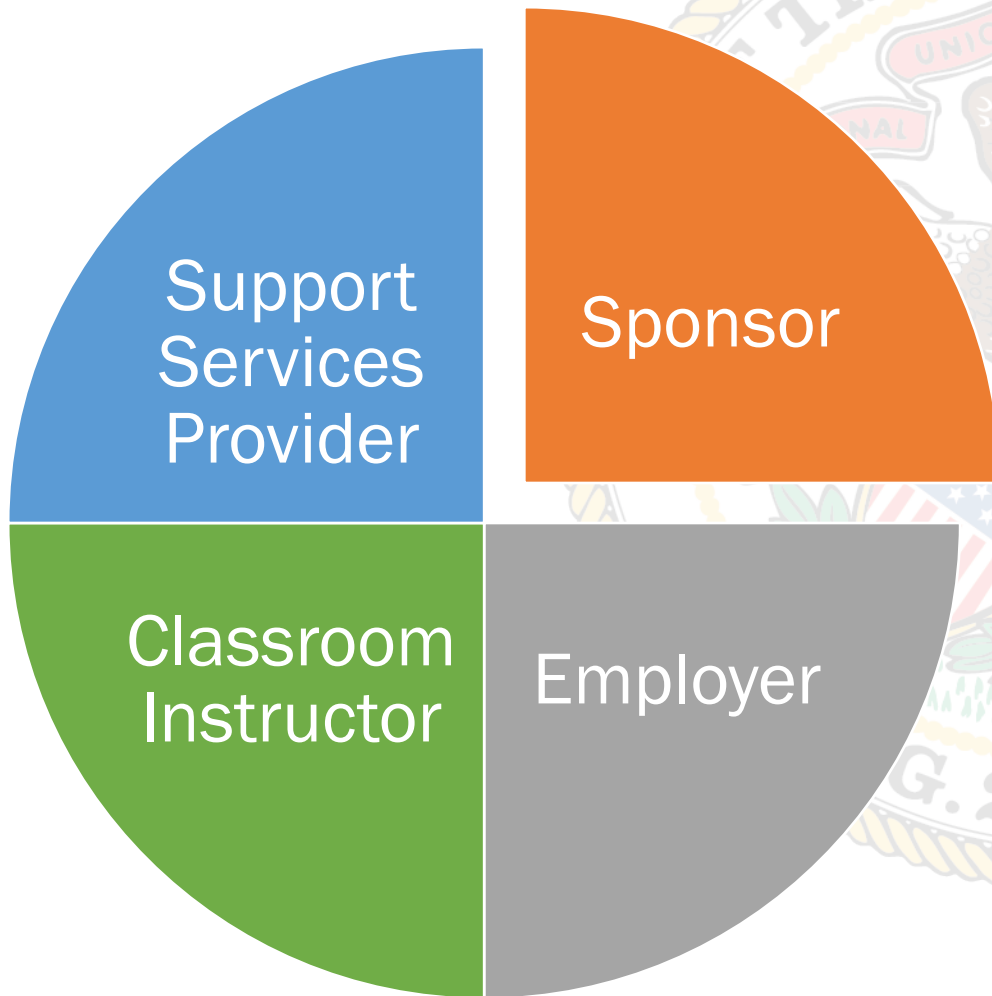
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2016 study commissioned by DOL showed  
an ROI of \$1.44

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\$3,500 tax credit for defraying the  
educational costs, additional \$1,500 for  
apprentices or businesses from underserved  
areas (per year, per apprentice)

# Many apprenticeship programs are partnerships between several organizations.

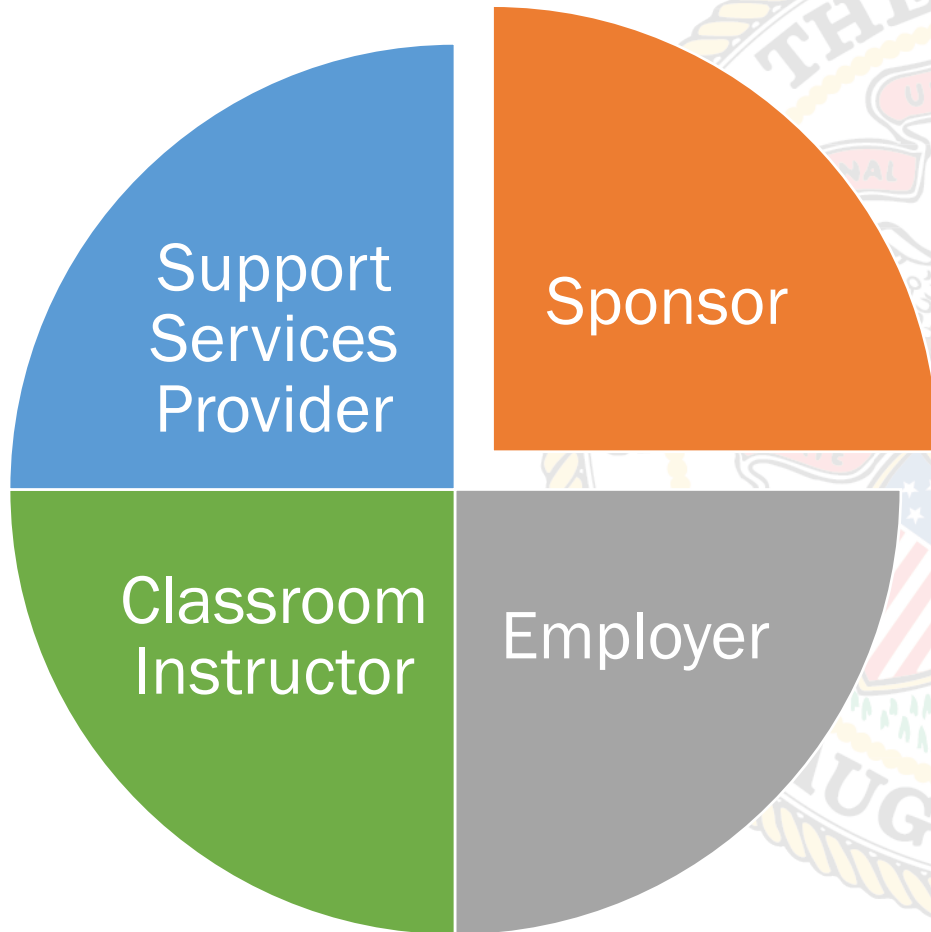


- These are the typical roles filled by apprenticeship partners
- Some organizations play multiple roles
- Sometimes a single employer fills all roles
- Consider who your partners could be





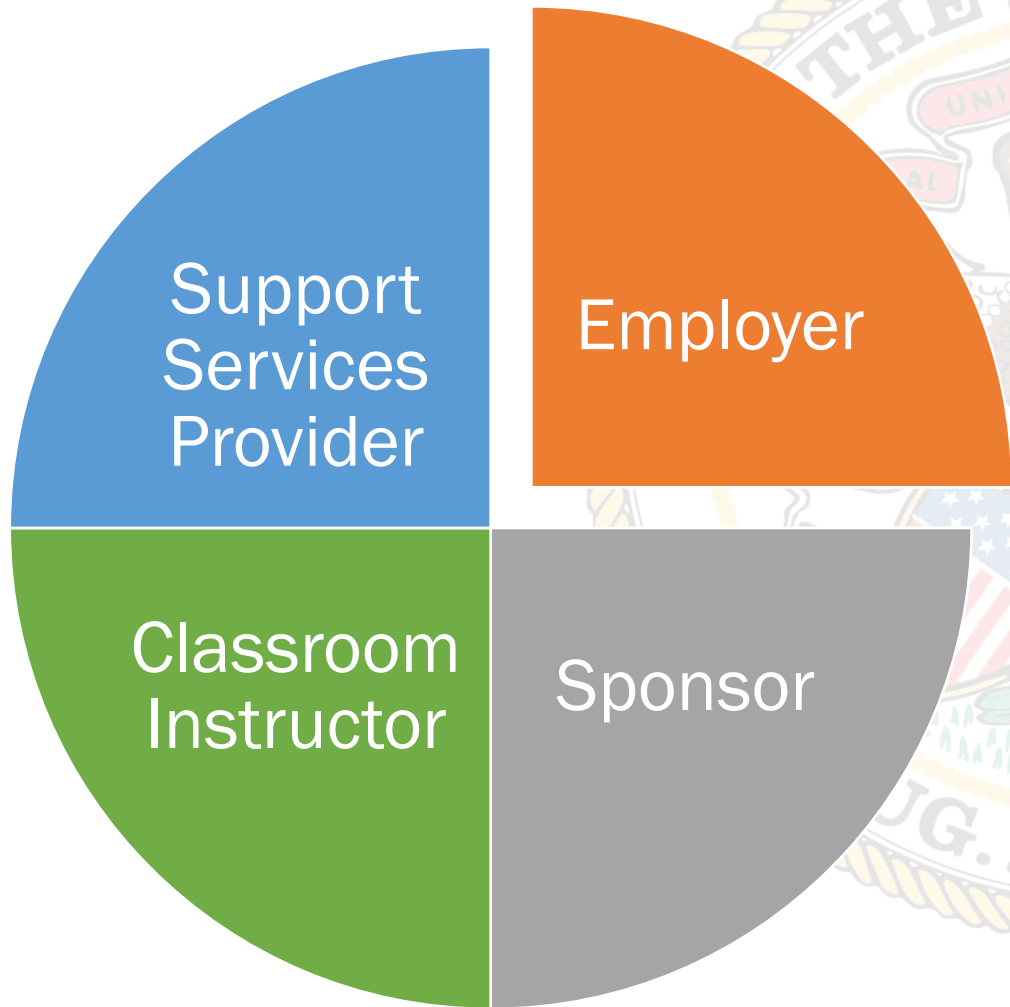
# Apprenticeship sponsor role



- Registers and administers the apprenticeship
- Assumes responsibility for ensuring the program runs smoothly
- Takes care of most paperwork
- Can be a business, a labor union, college, workforce development org, or community-based organization



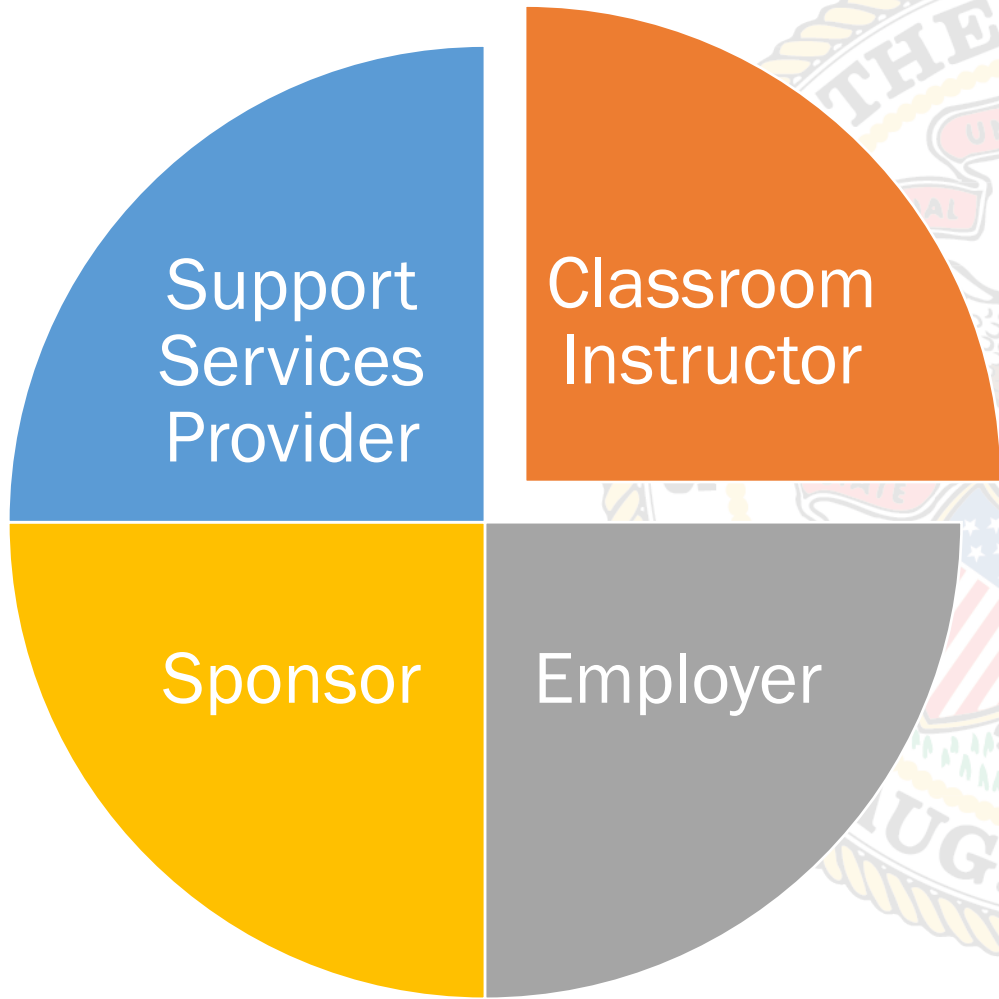
# Employer role



- Identifies skills and knowledge apprentices will learn
- Selects and hires apprentices
- Provides on-the-job learning
- Provides mentorship or connects to mentors



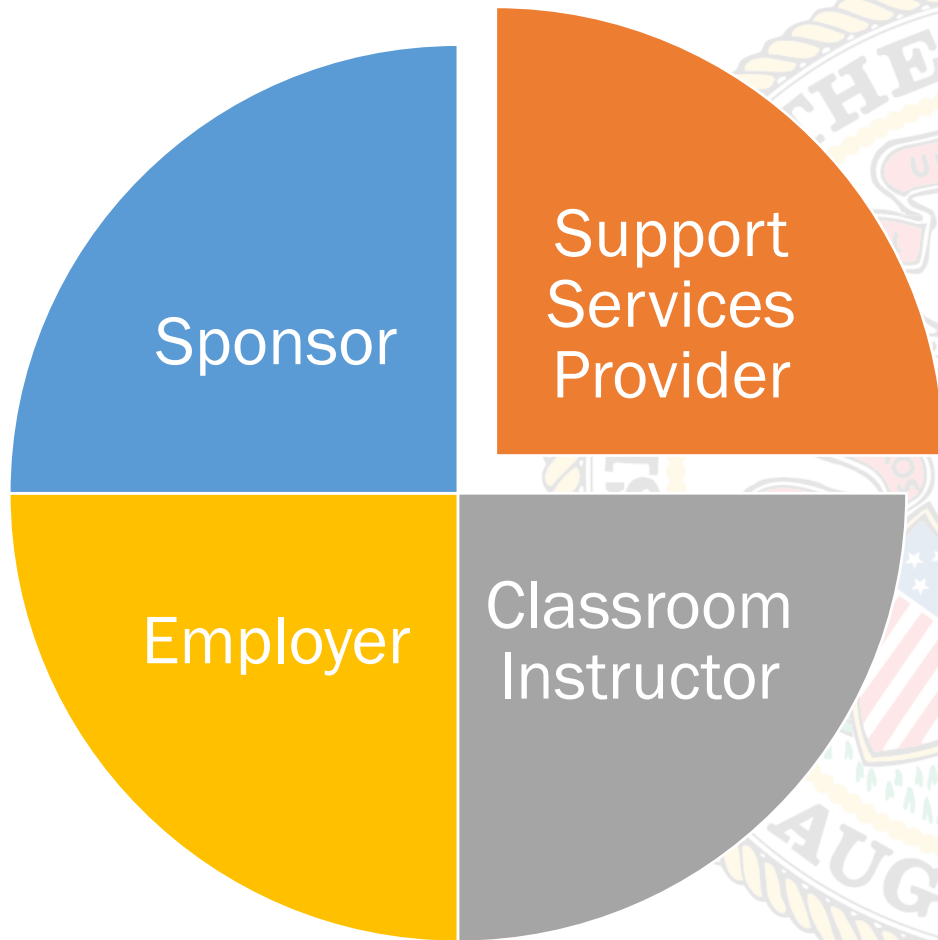
# Classroom instructor role



- Develops curriculum in collaboration with employer
- Delivers instruction
- Could be a community college, career or technical school, employer, labor management org, etc.



# Support services provider role



- Offers support to apprentices and employers
- Helps facilitate mentorships
- Recruits and screens candidates
- Provides basic skills training
- Helps reduce barriers to participation (e.g. transportation, childcare)



# Designing an apprenticeship: Reach out to an Apprenticeship Specialist for help

Who can I partner with for the different apprenticeship roles?

What occupations will I focus on?

Will the program be time based or competency based?

What credentials will apprentices earn?

How does a program become a Registered Apprenticeship?

What will the training look like?

How can I reduce barriers to entry and participation?

Who are the subject-matter experts who can help?



# Climate and Equitable Jobs Act Workforce Programs: A Call for Apprenticeship Expansion

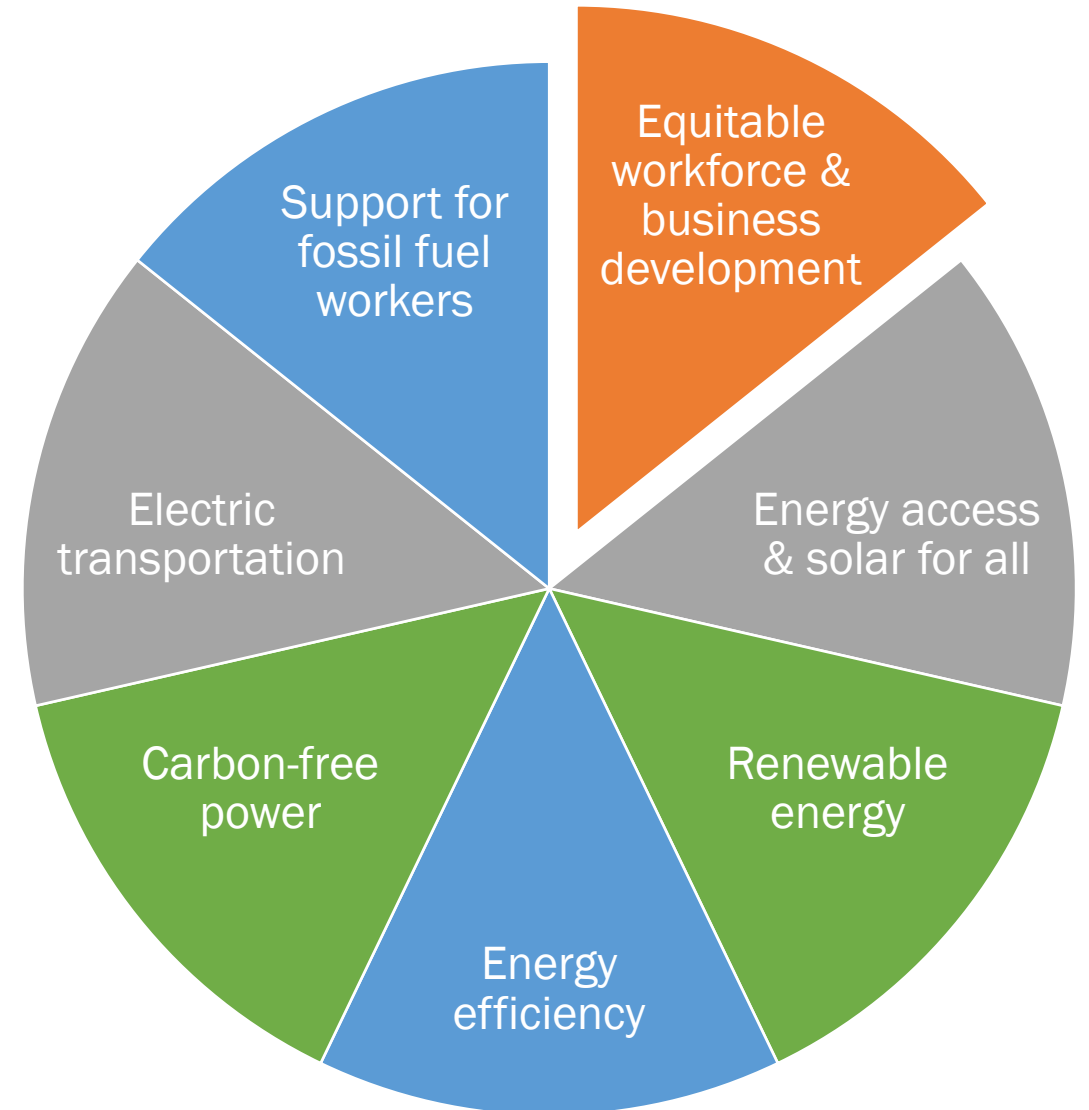


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# What is the Climate and Equitable Jobs Act, or CEJA?

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



# Illinois CEJA goals

40% renewable energy by 2030; 50% by 2040; 100% by 2050.

Extends existing state energy efficiency goals.

All fossil-fuel powered plants close by 2045.

1 million electric vehicles by 2030



# Tremendous amount of funding for clean energy is leading to industry growth

## Illinois (Climate and Equitable Jobs Act)

- Investment in renewable energy doubled
- Funding for energy storage, grid modernization
- Funding for weatherization, continued energy efficiency funding
- Electric vehicles: infrastructure & vehicle rebates

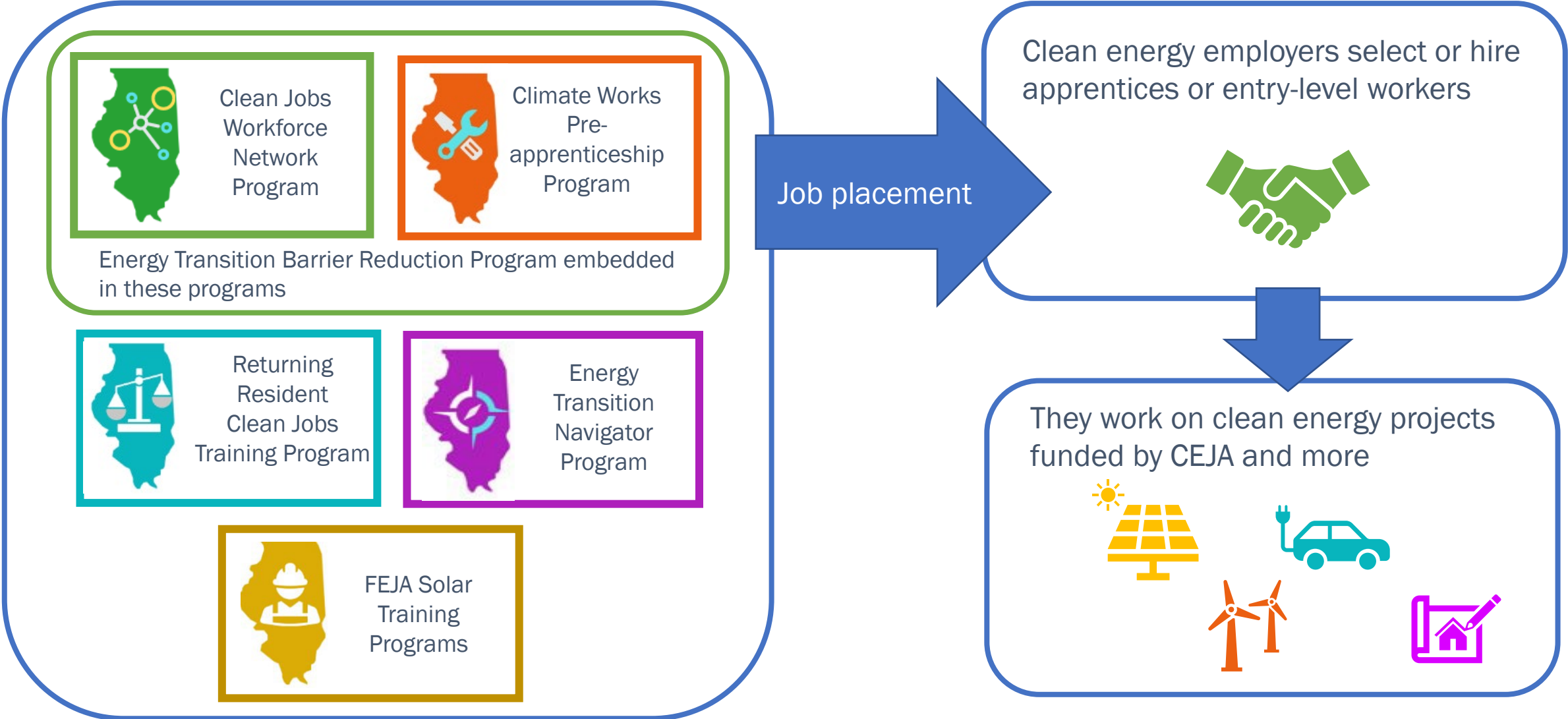
## Federal (Inflation Reduction Act)

- Tax credits for energy efficiency (residential, commercial)
- Tax credits for electrification (heat pumps)
- Tax credits for renewable energy
- Tax credits for clean vehicles and infrastructure



# CEJA Workforce Programs

Equity-focused workforce training programs



# One of the Main Goals: Apprenticeship Placement



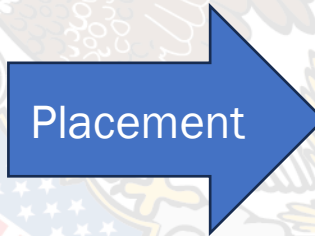
Climate Works  
Pre-  
apprenticeship  
Program



Clean Jobs  
Workforce  
Network  
Program



**ILLINOIS WORKS**  
Pre-apprenticeship  
Program



Registered Apprenticeship  
Programs in the Building  
and Construction Trades,  
Manufacturing.

\*Do we have enough apprenticeship spots for graduates to enter?

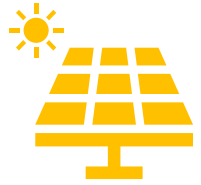


**Are you a clean energy employer? Consider developing an apprenticeship program.**





# Are you a clean energy employer?



Solar energy  
Solar thermal



Wind energy  
Other renewable energy



Electric vehicle  
Green hydrogen



Energy efficiency



Energy storage  
Grid modernization

Jobs that **manufacture, develop, build, maintain, or provide ancillary services** to renewable energy resources or energy efficiency products or services.

Also includes **administrative, sales, and other support functions** within these industries.

# Clean energy apprenticeship occupations

## Manufacturing

- Assembler, Electromechanical
- Assembly Technician
- CNC Operator
- Industrial Manufacturing Technician
- Machinist
- Sheet metal worker
- Welder

## Construction

- Carpenter
- Construction craft laborer
- Electrician
- Building inspector
- Plumber
- Insulator
- Line installer
- Ironworker
- Roofer
- HVAC installer

## Maintenance

- Automotive Mechanic
- Bus/truck Mechanic
- Electrician
- Energy auditor
- Line repairer
- Wind turbine technician
- HVAC mechanic



# Do you already have an apprenticeship program?

- Can you increase the number of apprentice openings?
- Has your training evolved to take advantage of clean energy opportunities?

## Electrical workers

- Solar NABCEP Training
- Electric vehicle infrastructure training

## Roofers/carpenters

- Solar NABCEP training

## Iron worker

- Wind turbine construction
- Solar installation

## HVAC installer/technician

- Heat pump technologies
- Solar installation



# For existing apprenticeship programs

Explore how you can grow and diversify your program by connecting with the CEJA workforce programs

- Contact a CEJA Regional Administrator to discuss opportunities
  - Northern Illinois: Larry Dawson, [larry.dawson@illinois.gov](mailto:larry.dawson@illinois.gov)
  - Central Illinois: Nate Keener, [nate.keener@illinois.gov](mailto:nate.keener@illinois.gov)
  - Southern Illinois: Michelle Cerutti, [michelle.cerutti@illinois.gov](mailto:michelle.cerutti@illinois.gov)
- Learn more about the CEJA workforce programs and get announcements about program launch at <https://dceo.illinois.gov/ceja.html>
- Have a question? Email [ceo.ceja@illinois.gov](mailto:ceo.ceja@illinois.gov)





# Apprenticeship Examples



# Two Examples

Robert Hattier,  
Executive Director, Illinois IBEW  
Renewable Energy Fund,  
Local #134

- Established union apprenticeship program
- Evolving to take advantage of clean energy opportunities

John Michel,  
Soulcial Kitchen Food Truck

- Small business
- Non-union
- Innovative training opportunity and room for growth





**Want to build a new apprenticeship?  
Connect with an Apprenticeship Navigator**

**Dirk Lefler, Business Services Specialist  
Workforce Office of Western Illinois**



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# First Steps: Do research on RAPs

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- Apprenticeship Illinois
  - <https://www.illinoisworknet.com/apprenticeshipil/Pages/default.aspx>
- ApprenticeshipUSA
  - <https://www.apprenticeship.gov/>
- DOL approved apprenticeship occupations list
  - <https://www.apprenticeship.gov/apprenticeship-occupations>
- Interstate Renewable Energy Council (IREC)
  - <https://www.irecusa.org/resources/registered-apprenticeships-a-toolkit-for-clean-energy-employers/>



# First Steps: Find partners

- ApprenticeshipUSA Partner Finder
  - <https://www.apprenticeship.gov/partner-finder>

## Hint:

- Go to the Partner Finder website and click on the “Search Sponsors” tab.
- Add “Illinois” in the Search by State or National box.
- Click “Search”
- Over 350 results will appear and can be sorted alphabetically
- This includes colleges, trade school, agencies, and businesses

A complete csv file of all sponsors may be downloaded as well.



# First Steps: Connect with an Apprenticeship Navigator

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Employers.aspx>

The Apprenticeship Navigator works directly with you to develop the apprenticeship program from start to finish at no cost. The prospective RAP Sponsor receives information in all the steps of the process as follows:

1. Identify the Apprenticeable Occupation(s)
2. Determine the Program Sponsor
3. Choose the Approach and Duration
4. Create a Work Process Schedule and Training Plan
5. Develop Program Requirements and Policies
6. Connect the RAP Sponsor to their DOL Apprenticeship and Training Representative
7. Register the Program
8. Advice to: “Recruit, Hire, and Train Apprentices”
9. Direction on “Reporting and Record Keeping”





# Connect with an Apprenticeship Navigator

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Employers.aspx#start>



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**Questions?**  
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