



National Community Solar Partnership

Building with Benefits: Equitable Workforce Development

July 5, 2023

Housekeeping

- This session **is** being recorded
- Slides and a link to the recording will be made available online after the event
- Please put questions for panelists and moderators in the Q&A

A modern two-story townhome with solar panels on the roof and a dark blue accent wall. The house has light-colored siding on the upper level and horizontal wood-grain siding on the lower level. There are several windows and a set of stairs leading to the front entrance. The background shows a clear blue sky and some greenery.

Welcome & Introductions

In the chat, please feel encouraged to share your name, organization, and why you're joining this conversation about equitable workforce development

Webinar Agenda

Time (ET)	Topic	Presenter
2:00 – 2:05	Welcome & National Community Solar Partnership Overview	Allie Robins, U.S. Department of Energy
2:05 – 2:20	Overview: Equitable Workforce Development	Moderator: Chris Nichols, Renewables Forward
2:20 – 2:40	Project & Program Highlights: Equitable Workforce Development	Max Levitzke, Solar One Juan Parra, Nexamp Kevin Dunshee, Solar Landscape
2:40 – 3:10	Panel Discussion and Q&A	Panelists & Moderator
3:10 – 3:15	Closing & Staying Engaged	Allie Robins, U.S. Department of Energy



National Community Solar Partnership Overview

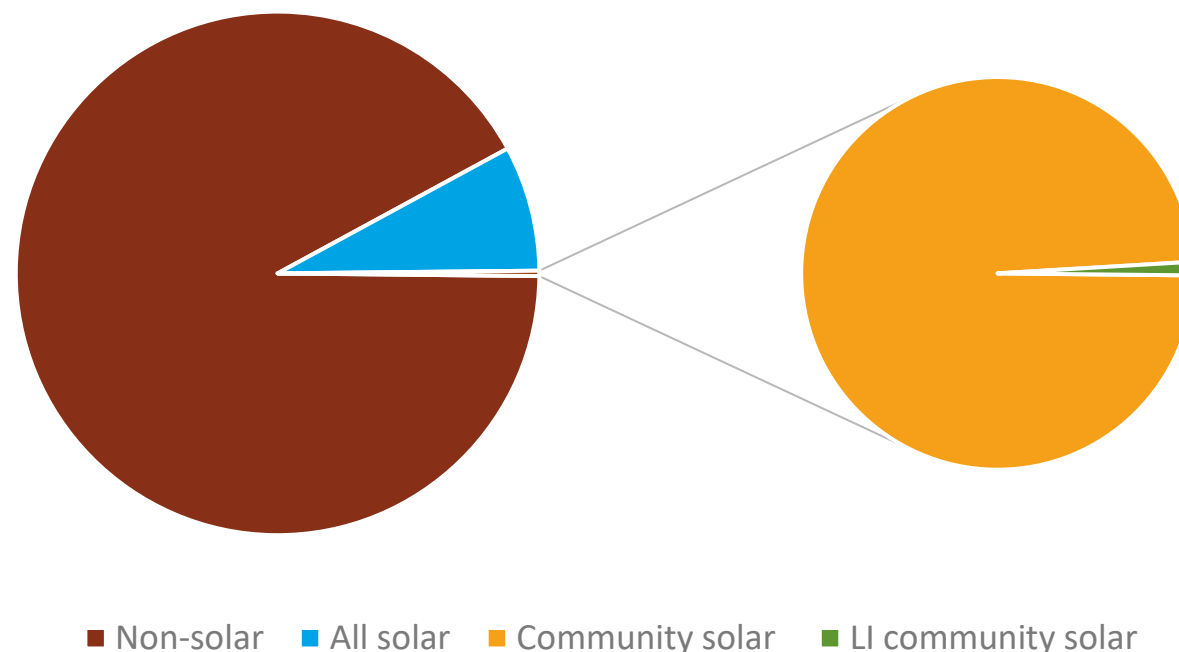
Community Solar Opportunity

- Half of all households and businesses **cannot** host a solar PV system on their roof, due to:
 - Solar Potential
 - Insufficient Roof Space (e.g., *high rise*)
 - Roof Ownership/Tenancy

Across the United States:

- <10% of electricity is generated by solar
- <5% of all solar electricity is generated by community solar
- <1% of all community solar is mandated or incentivized to serve low- to moderate-income households

Community Solar as a Percentage of Total U.S. Energy Generation



Sources: EIA, SEIA, NREL, NREL (unpublished)

The National Community Solar Partnership



Pathway to Success Priorities

TECHNICAL
EXPERTISE
AND CAPACITY
BUILDING



STATE
ENGAGEMENT



ACCESS
TO CAPITAL



CUSTOMER
ENGAGEMENT



EDUCATION
AND OUTREACH



**NCSP
TARGET**

5 million households
and \$1 billion in
savings by 2025

Resulting in...

- ★ An average 20% energy bill reduction
- ★ 700% increase in community solar capacity

Meaningful benefits:

Greater household savings; LMI household access; Resilience and grid benefits; Community ownership; Workforce development and entrepreneurship

Meaningful Benefits of Community Solar



GREATER HOUSEHOLD SAVINGS

- Provide a reduction in electricity bills for residential subscribers to a project

Justice40 Priority 1:
Reduce Energy Burden



LMI HOUSEHOLD ACCESS

- Include subscribers from low- to moderate-income (LMI) households

Justice40 Priority 3:
Increase Clean Energy Parity



RESILIENCE AND GRID BENEFITS

- Include the capability to deliver power to households and/or critical facilities during a grid outage or strengthen grid operations

Justice40 Priority 7:
Increase Energy Resiliency



COMMUNITY OWNERSHIP

- Local community members, subscribers, or local community organizations own or have equity in the project
- Other wealth-building strategies

Justice40 Priority 8:
Increase Energy Democracy



WORKFORCE DEVELOPMENT AND ENTREPRENEURSHIP

- Support prevailing wages and pre-apprenticeship and apprenticeship programming
- Ensure women- and minority-owned businesses have equitable opportunity

Justice40 Priority 6:
Increase Clean Energy Jobs

2022 Sunny Awards for Equitable Community Solar

\$100,000 Prize

Recognize community solar projects and programs that employ or develop best practices to increase equitable access to the meaningful benefits of community solar

Meaningful Benefits Categories

- Greater Household Savings
- Low- to Moderate-income Household Access
- Resilience and Grid Benefits
- Community Ownership
- Equitable Workforce Development
- *Innovation Category: Community Engagement*
- *Innovation Category: Impact*



2022 Grand Prize Projects & Programs
serve 7,300 Low- to Moderate-Income
Households



2023 Sunny Awards are open now!

Up to \$200,000 in Prizes
Applications due July 14th



Renewables Forward

Chris Nichols
Executive Director

Building with Benefits: Meaningful Benefits as a Foundation for Equitable Community Solar

Learn more and register: www.energy.gov/communitysolar/events



U.S. DEPARTMENT OF
ENERGY | Office of ENERGY EFFICIENCY
& RENEWABLE ENERGY
SOLAR ENERGY TECHNOLOGIES OFFICE

Building with Benefits: Equitable Workforce Development

NCSP Education Series July 5, 2023 2:00-3:15 pm ET

Level Setting: DEIB definitions



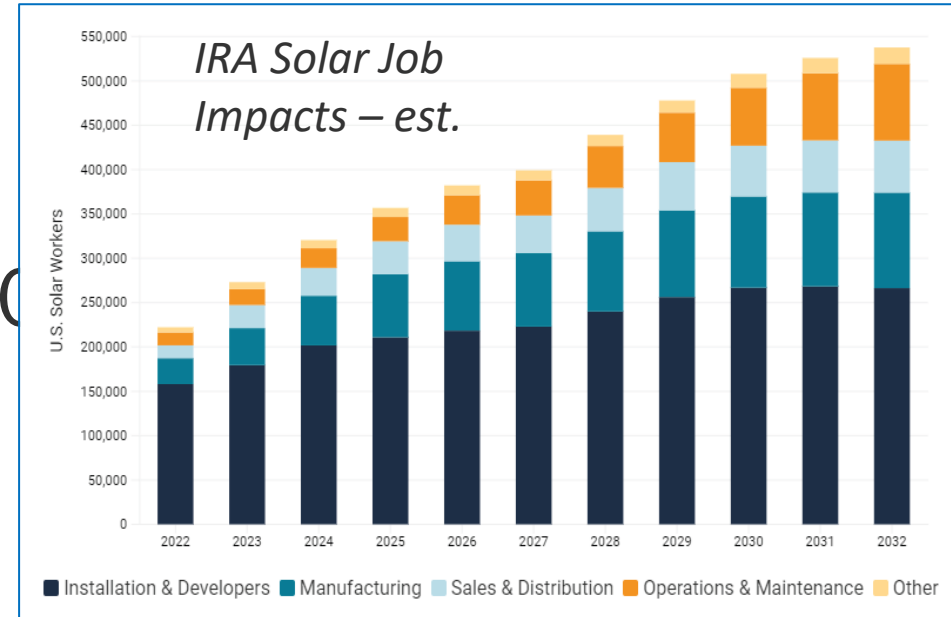
- **Diversity** - collection of unique attributes, traits, and characteristics that make up an individual
- **Equity** – conditions that set a level playing field (historic and present day) to offer all individuals a just and fair chance to be successful
 - Recognizing that we all start at different points.
- **Equality** - treating everyone the same
- **Inclusion** - the degree to which an employee perceives that they're a valued member of the work group and encouraged to fully participate in the organization.
- **Accessibility** – Who gets in, and how? Financial, cultural, physical, emotional, and structural conditions that set a foundation for individuals to enter an organization, career, training system or community, recognizing all human conditions (race, ability, gender, ethnicity, sexual identity, class, etc.)
- **AND: Belonging** – A culture or feeling that provides a sense of security, safety, and acceptance for a member within a certain group.

Why “Workforce”?

More than 1 Million new workers needed in the clean energy industry by 2032 (Solar +540,000; solar manufacturing +100,000)

Every level of professional needed!

- Entry
- Mid-Career
- Transitioning from other Industries
- Senior managers
- Vice--President and C-levels needed



Source: Impact of the Inflation Reduction Act factsheet, 2022: , SEIA analysis based on data from Wood Mackenzie, IREC National Solar Jobs Census



Equity

Offering everyone

opportunities that recognize

• A diverse organization isn't automatically an inclusive one

• An inclusive organization isn't automatically an equitable one

foundational experiences

Equality

Treating everyone the same

• A diverse organization isn't automatically an inclusive one

• An inclusive organization isn't automatically an equitable one

Why Clean Energy Needs DEI



Are we really still asking this question?

U.S. Solar Workforce Demographics, 2019 - 2021

- Demographic makeup of solar industry largely unchanged from 2020.
- Much work to do to reflect the diversity of the overall workforce and provide more equitable and inclusive work experiences.
- Women just under 30% of solar employees in 2021, (47% of overall U.S. workforce).
- Black employees at 8% of the solar workforce in 2021 (12% of national workforce).
- Hispanic or Latino workers at 20% of the solar workforce compared to 18% nationwide.

	2019 % of Workforce	2020 % of Workforce	2021 % of Workforce	2021 Jobs
Women	26.0%	29.9%	29.6%	75,491
Hispanic or Latino	17.2%	19.6%	19.8%	50,497
American Indian or Alaska Native	1.2%	1.2%	1.2%	3,060
Asian	8.5%	9.2%	9.2%	23,463
Black or African American	7.7%	7.9%	8.2%	20,913
Native Hawaiian or other Pacific Islander	1.2%	1.3%	1.3%	3,315
White	73.2%	67.9%	72.0%	183,626
Two or more races	8.2%	8.7%	8.2%	20,913
Veterans	7.6%	8.7%	7.9%	20,148
55 and over	10.4%	11.4%	10.9%	27,799
Represented by a Union	-	-	10.1%	25,759

Source: National Solar Jobs Census 2021

Practitioners Share Their Successes



Welcome our panelists – Sunny Award winners, 2022:

Max Levitzke, Solar One

Juan Parra, Nexamp

Kevin Dunshee, Solar Landscape

Successful practices 101:

- Certified, valuable Training, inclusive practices
- Building a culture of belonging
- Investing in pipelines
- Looking beyond experience to capacity

How did they do it? Panelists will speak to:

- Localized, Robust Community engagement
- Strong value propositions for the community (earn social license to operate)
- Strong foundation of diversity, equity, inclusion, and cultural proficiency

Contact Information



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THANK YOU



- Register for the full Building with Benefits webinar series
- Stay tuned for the *Building toward Best Practices Guide* (September 2023)
- Apply by July 14 for the SUNNY AWARDS 2023

- AND -

Look for the
Low-Income Community Solar Subscription Tool

Available to all for free use, from the US Department of Energy, Solar Energy Technologies Office.

<https://www.energy.gov/communitysolar/community-solar-resources>



Solar One

Max Levitzke

Senior Director, Green Workforce

Building With Benefits: Equitable Workforce Development

July 5, 2023

Max Levitzke

Solar One

Sr. Director, Green Workforce



Introducing Solar One

Solar One is a 501(c)(3) not-for-profit organization whose mission is to design and deliver innovative education, training, and technical assistance that fosters sustainability and resiliency in diverse urban environments.

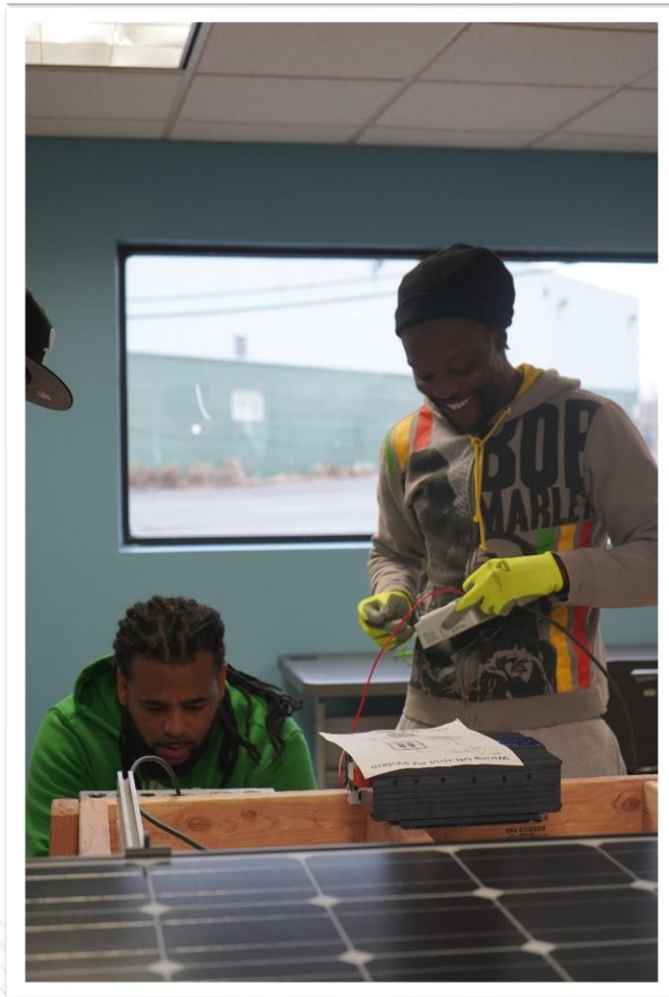


Green Workforce Program Goals

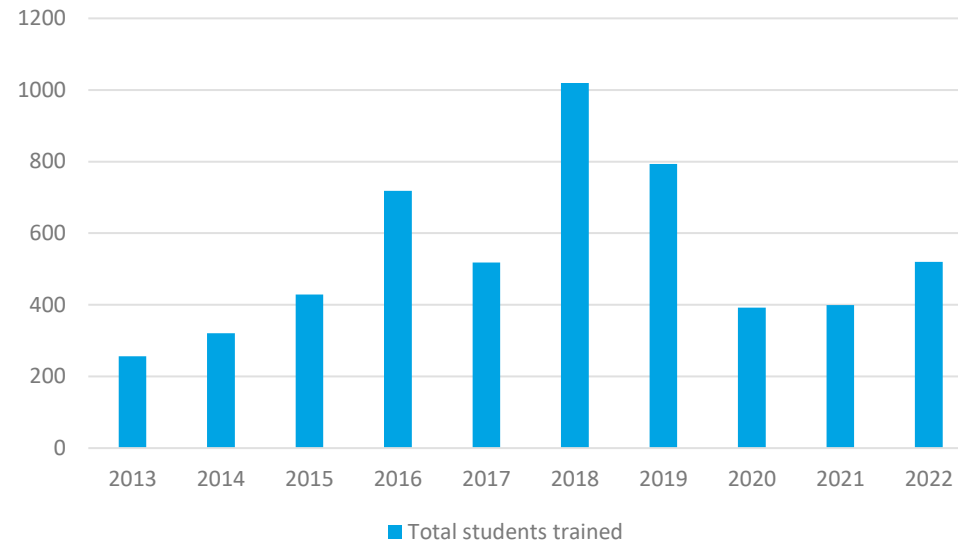
Goal 1: To empower underserved populations with job opportunities in rapidly growing fields, while advancing New York City's ambitious climate goals.

Goal 2: To provide transferable skills for a wide range of jobs in the greater realm of sustainability and energy efficiency.

Green Workforce Program



Total students trained



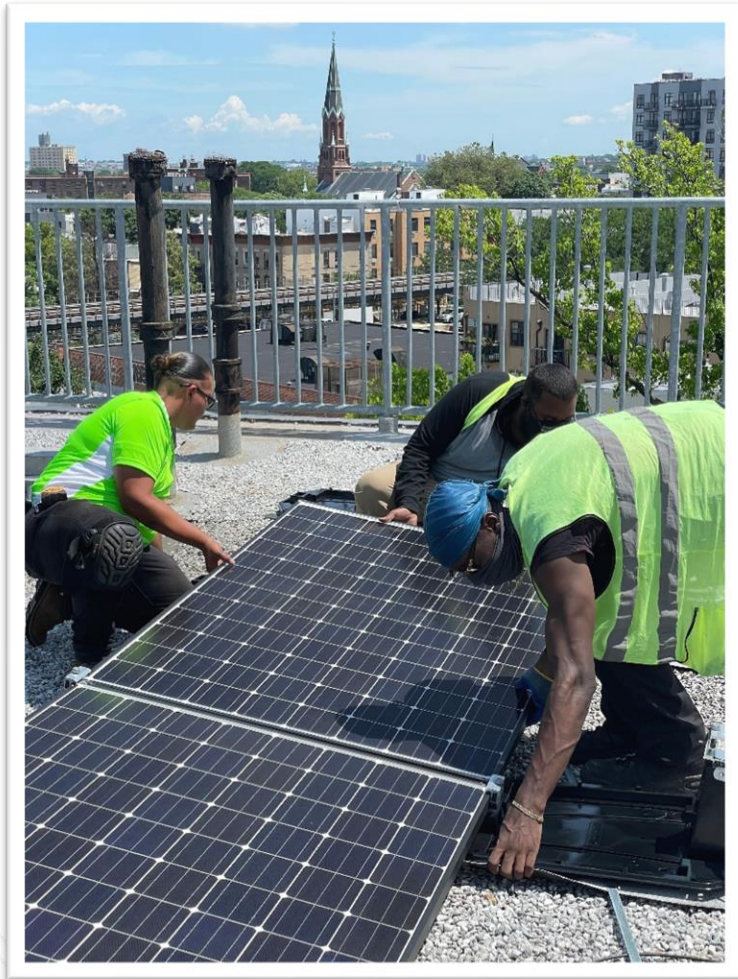
- In 2022, we surpassed 5,000 students trained since program inception

Community Power Project

- Project highlights:
 - **1.2 MW** DC across three NYCHA developments: Carver, Glenwood, & Kingsborough houses
 - Construction took place from December 2020 through December 2021
- Workforce training was a component of the NYCHA ACCESSolar Solicitation for site leases and Con Edison's REV Demo project
- Residents of the buildings where the solar is installed cannot be subscribers because they do not pay individual utility bills
 - The workforce training program was a way to bring benefits to NYCHA residents.



Community Power Project

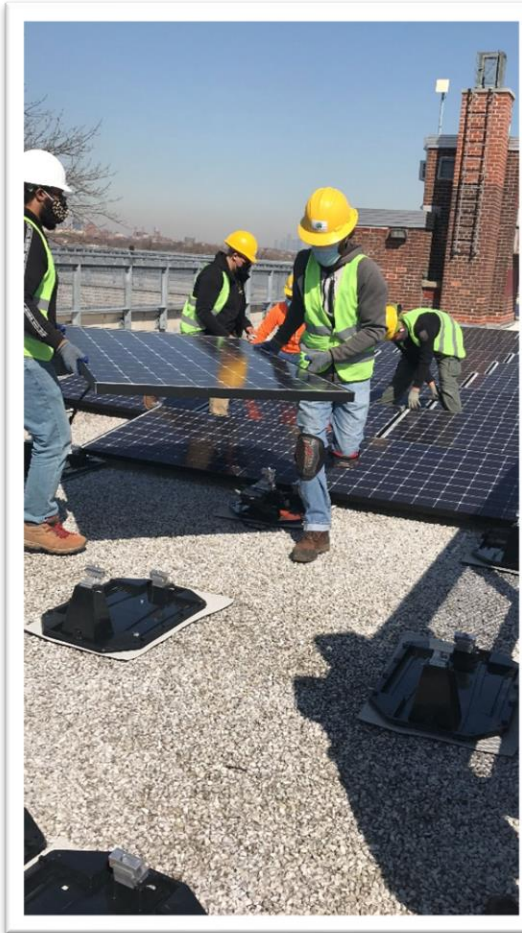
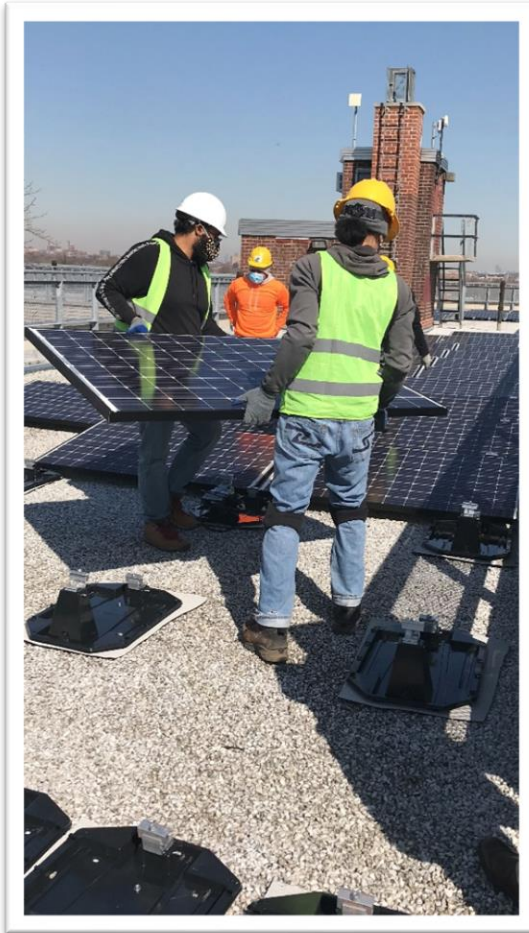


- 25 NYCHA residents were trained, 12 were hired for these projects, and 5 received full-time job opportunities at two solar companies
- Paid training through funding by Con Edison - REV (Reforming the Energy Vision) demonstration project
- Two-week training was led by the Solar One Green Workforce program
 - Green construction
 - Solar PV Installation
 - OSHA 30 and DOB SST safety certifications

Hands-on Solar Training

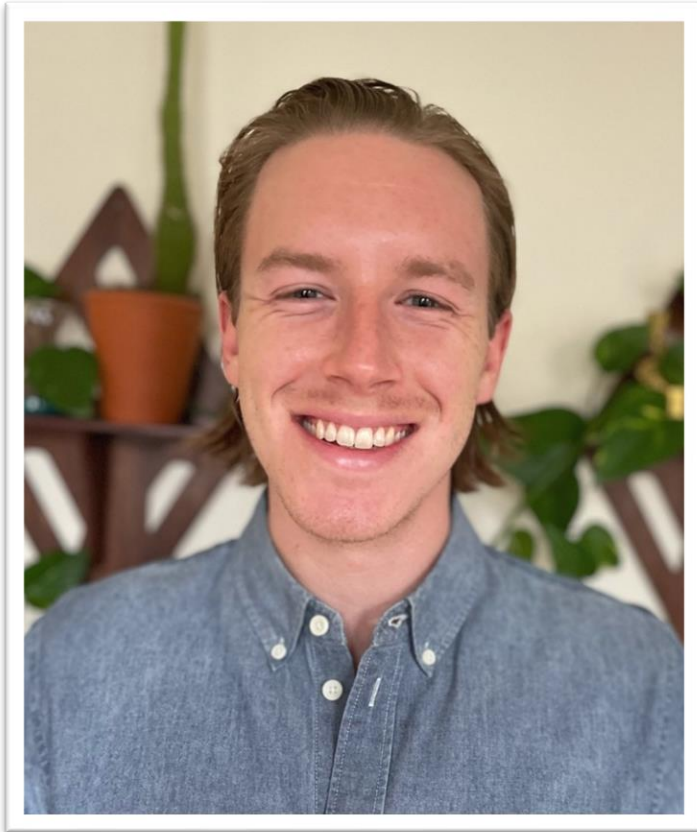


Project Installation



Project Installation





Thank you!

Max Levitzke, Solar One

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Nextamp

Juan Parra

Director, Community Engagement



Revolutionizing the future of clean energy

We're making decarbonization easy and accessible for generations to come.

nexamp

NEXAMP.COM

NEXAMP 2023 |

Get To Know Nexamp

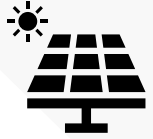
NEXAMP & CITY OF EFFINGHAM
OUTREACH PARTNERSHIP



Nexamp is harnessing positive power and funneling it back into communities across the country. As one of the largest clean energy developers in the U.S., we're maximizing our social and environmental impact daily.

- We're a national, solar energy and storage company headquartered in Boston
- We develop, manage, and maintain community solar farms nationally
- We lead with inclusivity and equity — it is the foundation of our business model

• About Nexamp



Largest community solar company in the U.S.; 1 GW of operational and deployment projects under ownership



\$3B in capital committed



Headquarters in Boston with 400+ team members



Partner with 20+ utilities from Maine to Hawaii



Board member of Solar Energy Industries Association, Coalition for Community Solar Access and Vote Solar; industry and thought leader on DG and consumer decarbonization

Delivering Results and Making an Impact

BY THE
NUMBERS



60,000+
direct energy customers



1.15+ mil
solar modules deployed



360,000
metric tons of CO2 averted



250+
completed projects



\$275
average annual savings per
community solar customer



520
gigawatt hours being produced
on all Nexamp farms



1 GW
operational and deployment
projects



10 years
consecutive top solar
contractor

As of 9/1/2022

nexamp

• Nexamp Equitable Workforce

- Part of Illinois Solar for All Qualified Job Trainee requirements
- Utilized workforce in three projects:
 - Urbana East (Ameren)
 - Urbana Central (Ameren)
 - Rockford (ComEd)
- Projects were acquired by other developers
- Selected an electrical sub with extensive experience

By the Numbers

3	Community Solar Projects
14	Trainees
4954	Hours Worked (at least)

- Nexamp Equitable Workforce

- **Lessons Learned**

- Partnership roles and ownership need to be clear upfront
- Documentation was difficult
 - Paperwork collected after activities
 - Hours were undercounted
- Difficult to analyze long-term results
- Desire to expand programs given these insights

• Nexamp Equitable Benefits

EXPANDING EQUITABLE WORKFORCE

- Clean Energy Catalyst program
 - Three-week training
 - No prior experience necessary
 - Kicked off last year, expanding to all markets
- Internal alignment
 - Dedicated Community Engagement Team
 - VP Workforce
- IL Eligible Equity Contractor requirements
- IRA Requirements

Clean Energy Catalyst: Construction Superintendent Onboarding Program

Purpose

We're creating our own pool of skilled workers with a 3-week, intensive hands-on training program. Our main goal is to hire construction superintendents for Nexamp projects within acceptable budgets.

Program Benefits

- Hands-on training
- Skill development
- Exposure to the clean energy industry
- Long-term career opportunities

Qualifications

- Interest in construction management
- Enthusiastic about renewable energy
- Environmentally conscious
- Strong communication skills
- Positive, can-do attitude
- Able to build strong relationships
- Proven commitment to job assignments
- Self-motivated
- Computer literacy
- Technical aptitude

*No education or prior clean energy experience required

Proven Impacts

Successful construction superintendents often become senior construction superintendents, making this a great feeder program.





Solar Landscape

Kevin Dunshee

Chief Commercial Officer



Kevin Dunshee

Chief Commercial Officer
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Community Solar

Energy Equity - Lower Cost - Access for All

Building with Benefits:
Equitable Workforce Development



1 Catherine



SIZE

1.9 MW

GENERATING

2.2 million kilowatt hours of electricity

POWERING

275 + homes and apartments



Workforce Benefits of Community Solar



SOLAR LANDSCAPE

Every community solar project creates local jobs and job training



EDISON JOB CORPS

Job Corps is the largest nationwide residential career training program in the country



GAF ROOFING ACADEMY

GAF is the leading roofing manufacturer in North America, with plants strategically located across the United States



LYFT UP - RIDE SHARE

Underserved communities lack equal access to affordable, reliable transportation. Lyft Up is providing access to 1.5 million rides

SL Workforce Development | 600+ hands-on trainees and counting



Community Based Partners



2021 Top Solar Changemaker: Kate Gold, Solar Landscape

The **2021 Top Solar Changemaker** award-winner is Kate Gold, director of community engagement at Solar Landscape.

Talking about diversity and inclusion in the solar industry is a good start, but the 2021 Top Solar Changemaker is actively bringing underserved communities into the





Workforce

STEP-UP

GAP

Train the
Trainer

2 Day, 5-Day or 10 Day



Discussion + Q&A

Building with Benefits Webinar Series



GREATER HOUSEHOLD SAVINGS: Monday, May 22nd 2:00 – 3:15 p.m. (ET)

[SLIDES & RECORDING](#)



LMI HOUSEHOLD ACCESS: Wednesday, May 31st 2:00 – 3:15 p.m. (ET)

[SLIDES & RECORDING](#)



RESILIENCE AND GRID BENEFITS: Wednesday, June 7th 2:00 – 3:15 p.m. (ET)

[SLIDES & RECORDING](#)



WORKFORCE DEVELOPMENT AND ENTREPRENEURSHIP: Wednesday, July 5th 2:00 – 3:15 p.m. (ET)

Thank you!



COMMUNITY ENGAGEMENT & INNOVATION: Wednesday, July 12th 2:00 – 3:15 p.m. (ET)

[REGISTER](#)



COMMUNITY OWNERSHIP: Tuesday, July 25th 2:00 - 3:15 p.m. (ET)

[REGISTER](#)

2023 Sunny Awards for Equitable Community Solar

- NCSP launched the **2023 Sunny Awards** on April 20, 2023 to recognize community solar programs and projects that include meaningful benefits
- Up to five \$10,000 Grand Prize Winners and up to 30 additional \$2,500 Sunny Finalize Awards and up to 15 \$5,000 Meaningful Benefits/Engagement Awards

Apply by July 14, 5pm ET!



Applicants can receive recognition for programs that include: LMI access, household savings, resilience and grid benefits, community ownership, workforce development, equitable community engagement, and innovation

Looking Forward

[Apply for the 2023 Sunny Awards for Equitable Community Solar](#)

[Register for 'Building with Benefits' Webinar Series](#)

[Join the Community Power Accelerator](#)



Register to Join NCSP:

<https://ncsp.solarinyourcommunity.org/registrations/groups/39758>

Resources + Follow Up

DOE Resources Shared:

- NCSP Building with Benefits webinar series: <https://www.energy.gov/communitysolar/building-benefits-meaningful-benefits-foundation-equitable-community-solar-webinar>
- NCSP Community Power Accelerator: <https://www.energy.gov/communitysolar/community-power-accelerator>
- NCSP Sunny Awards: <https://www.energy.gov/communitysolar/sunny-awards-equitable-community-solar>