WORKFORCE DEVELOPMENT IN ILLINOIS

Creating equitable economic opportunities

INCREASING ACCESS TO QUALITY EMPLOYMENT THROUGH EDUCATION, TRAINING AND RESOURCES

Through the compilation of comprehensive, focused actions, ComEd is helping to create business and community sustainability, remove barriers to decrease unemployment and underemployment, and ensure a highly skilled, diverse workforce for the rapidly transforming industry and region we serve.

GOALS

Our goals through Economic and Workforce Development include, but are not limited to:

• Revamping our recruiting, hiring and training processes for entry-level labor and professional employees to ensure we are prepared with the operational and technical skills needed for our changing industry.

• Strengthening our focus on hiring local talent from underrepresented communities (people of color, women, returning citizens and veterans).

• Partnering with community organizations, labor unions, and companies to develop training curriculum and connect skilled workers to available opportunities.

• Developing a feeder pool of talent that can start in entry-level roles and become seasoned employees.

• Accelerating the pace of bringing talent into the organization and removing barriers to entry.

• Guiding the development of programs to mentor, educate and train the energy workforce of the future.

WORKFORCE DEVELOPMENT AGENCIES & PARTNERS

We’re proud to partner with a variety of agencies and organizations

For more information, email: WorkforceDevelopment@ComEd.com

ComEd® An Exelon Company

powering lives
PROGRAMS
CREATING JOBS AND ECONOMIC GROWTH

ComEd is leveraging partnerships to enhance vocational curriculum and accelerate employment and training opportunities that prepare students for energy, construction and STEM-related jobs and future careers.

**COMPUTER INFRASTRUCTURE ACADEMY**
To address the need to increase the pool of qualified minority candidates for construction jobs in Illinois, ComEd launched the CONSTRUCT Infrastructure Academy in 2013.

Since the program’s creation, more than 600 students have graduated from the program with employment rates averaging 70 percent.

**DAWSON TECHNICAL INSTITUTE**
A partnership between ComEd and City Colleges of Chicago resulted in the implementation of a job training program with Dawson Technical Institute.

The Dawson Overhead Electrical Line Worker (OELW) program was developed as a training program for those interested in careers as overhead line workers. The program currently has a 93 percent graduation rate and 90 percent job placement rate.

**THE POWER CHALLENGE**
The Power Challenge, a collaboration with HFS Scholars, offers 145 high school students from across our service territory an opportunity to participate in a scholarship competition where students develop projects based on energy solutions which will be presented either virtually or in-person at a leading industry event this year.

**TOOLS OF THE TRADE**
Tools of the Trade is a seven-week apprenticeship program designed to help address the shortage of workers in the skilled trades and connect 16-18 year old high school students from diverse communities with employment opportunities.

Students get hands-on experience by observing line workers in the field, networking with ComEd employees and learning about topics like safety and how to apply mathematics in the energy industry.

**FUTURE ENERGY JOBS ACT (FEJA)**
Through the FEJA, ComEd funds a portfolio of job training programs in Illinois, designed to develop a workforce with the knowledge and skills to support distributed generation and solar projects.

- Programs are designed to provide craft apprenticeships and solar energy job training through the Multi-Cultural community-based and diversity-focused organizations
- In 2019, 614 participants received training and 93 percent were placed in jobs within 180 days

**STEM PROGRAMS**
We further demonstrate our commitment to our youth with a wide array of STEM Programs, including Solar Spotlight, Icebox Derby, Create a Spark, Ideathon, Stay in School Program, Youth Ambassadors, and ComEd Career Week.