

# Chicago Green Jobs For All

*July 2009*



City of Chicago  
Richard M. Daley  
Mayor



**CHICAGO  
GREEN JOBS  
FOR ALL**

# Letter From the Mayor



My Fellow Chicagoans:

I am pleased to present Chicago Green Jobs for All, which reports on the many efforts of the City of Chicago and its community and business partners to provide green jobs training and opportunities to our citizens.

Over the past twenty years, Chicago has become known as an international leader in greening. I have made a commitment to make Chicago the most environmentally friendly city in the nation and, in doing so, to enhance the quality of life for all of our residents. In September of 2008, we released the Chicago Climate Action Plan ([www.chicagoclimateaction.org](http://www.chicagoclimateaction.org)), which describes the major effects climate change could have on our city and suggests ways all of us can work together to address those challenges.

I believe that in addressing climate change, we can also create jobs and boost our local economy. From retrofitting homes in order to increase energy efficiency to increasing the amount of waste that we recycle, Chicago is in a prime position to benefit more than just the environment as we green our city.

We have already used the greening of our city to create new job opportunities for Chicagoans. Some of these are very directly oriented to create new opportunities for those

most in need, such as Greencorps Chicago (see page 13), while others target specific occupations, such as jobs in horticulture that have been created by the planting of over 500,000 trees in Chicago. While many of these activities have supported new job creation, job training, or new opportunities for existing Chicago enterprises, the City has never compiled a report outlining this work. The launch of the Chicago Climate Action Plan provides an opportunity to report on existing programs in Chicago and outline green jobs plans for the future.

The City of Chicago is grateful to the Global Philanthropy Partnership and the Nathan Cummings Foundation for funding this report and the associated work of the Chicago Green Jobs for All program.

In these times of economic instability, it has never been more apparent that we need to design a path to a more secure and sustainable economy. Since early in my administration, my goal has been to make Chicago an international example of how a large city can be green but also to build upon our diverse local economic base to create good jobs for Chicagoans. This report is a first step in laying out that path.

Sincerely,

A handwritten signature in black ink that reads "Richard M. Daley". The signature is stylized and cursive. Below the signature, the name "Richard M. Daley, Mayor" is printed in a standard black font.

Richard M. Daley, Mayor

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# Introduction



Under the leadership of Mayor Richard M. Daley, the City of Chicago has demonstrated that preserving and protecting the environment makes good economic sense. Environmental efforts can help Chicago to achieve many of our goals for the city. For example, protecting our waterways and Lake Michigan benefits the tourism industry. Supporting renewable energy attracts alternative energy companies to Chicago and improves our local economy.

Chicago is a national environmental leader among cities across the country and has long aimed to be the greenest city in the nation. In September 2008, the City released the Chicago Climate Action Plan (CCAP), which outlines a bold path to reduce Chicago's greenhouse gas emissions and prepare the city for the inevitable effects of climate

change. Implementation of the CCAP and other green initiatives is expected to continue creating new green jobs. Every Chicagoan can make decisions to improve the health of our environment and improve the city that we call home. In addition to public leadership, Chicago is fortunate to have a committed private and non-profit sector in the green economy. This report, Chicago Green Jobs For All, aims to showcase some of these exceptional businesses and organizations that have supported the green economy in Chicago and provided training and jobs for Chicagoans to benefit from the investment in our environment.

Chicago Green Jobs For All aims to map out the green jobs activities underway in Chicago and outline priorities for the future. Chicago Green Jobs for All is organized into four sections. First, there is a brief overview of the Chicago Climate Action Plan and the green jobs research that has succeeded it. The second section outlines green and sustainable economic development efforts already underway in Chicago. The third section outlines the training programs and workforce initiatives meant to meet the demand of green businesses, as well as serve unemployed or underemployed populations. Finally, Chicago Green Jobs for All looks to the future and describes the efforts that Chicago will promote going forward.

# Background



## **The Chicago Climate Action Plan and Environmental Leadership**

With Mayor Daley's leadership, Chicago has greened its own operations. For example, every new City facility must achieve LEED silver certification. The City, with one of the largest fleets in the nation, has received multiple awards for pioneering green vehicles. In addition, Chicago installed the first municipal green roof in the country and now has over 4.5 million square feet of green roofs under development. The many green initiatives of the City are outlined in the City's 2006 Environmental Action Agenda ([www.cityofchicago.org/environment](http://www.cityofchicago.org/environment)). The City has also worked to encourage the private sector to pursue environmental activities through a variety of programs, such as expedited permits for green buildings.

The Chicago Climate Action Plan sets the stage for a new green economy in Chicago, and builds upon existing efforts to make Chicago the greenest city in the nation. The CCAP is organized into five strategies: Energy Efficient Buildings, Clean and Renewable Energy Sources, Improved Transportation Options, Reduced Waste and Industrial Pollution, and Adaptation. Specific actions are outlined to implement each aspect of the plan and all of those actions have economic and workforce development impacts for Chicago. Each of the planned actions were chosen based on their potential to reduce greenhouse gases, their cost effectiveness, feasibility, impact and ability to be deployed rapidly.

Within the Energy Efficient Buildings strategy, there are eight actions, ranging from retrofitting commercial, industrial and residential buildings to conserving water and cooling the city with green roofs and trees. Some of the actions that will likely have the most economic and workforce impact are building retrofits and landscaping.

The Clean and Renewable Energy Sources strategy is broken out into five actions, including upgrading power plants and improving their efficiency, building renewable energy and encouraging its use in households, and increasing distributed generation. It is expected that building renewable energy and installing household renewable power equipment could have significant economic impacts for the region.

The CCAP's third strategy is Improving Transportation Options by investing in transit, rail and transit-oriented development, expanding incentives, promoting walking, biking, car sharing and car pooling, improving efficiency and switching to cleaner fuels.

Reduced Waste and Industrial Pollution is the CCAP's fourth strategy and presents opportunities for new jobs in Chicago, especially for those Chicagoans without significant work experience. Recycling jobs, including those re-using building materials, and waste oil or organic waste and composting, all present potential for Chicago.

The final strategy of the CCAP, Adaptation, will be implemented through nine actions, ranging from

managing the increase in heat, protecting air quality and managing storm water, to engaging the public and businesses around climate change. The economic impact of this strategy includes construction of water infrastructure and landscaping design and installation.

It is expected that building renewable energy and installing household renewable power equipment could have significant economic impacts for the region.

### **Green Jobs and the Green Economy**

**The Center for Urban Economic Development** at the University of Illinois–Chicago, in collaboration with the **Center on Wisconsin Strategy** and **Green for All**, and with support from Lloyd A. Fry Foundation and the Nathan Cummings Foundation, conducted research in 2008 to determine the economic and workforce impacts of the CCAP and how Chicago can best prepare our workforce to meet the demand created by implementing the CCAP strategies. The research examines how the CCAP will impact our local economy and how the City can best attract and support sustainable businesses affected by the CCAP. Some of the highlights of the research include the critical jobs that will be created through the

energy efficient building strategy, the prospects for component manufacturing for clean and renewable energy and alternative fuel production, building deconstruction and material reuse opportunities, and horticulture and landscaping work necessitated by the city's adaptation to climate change.

The **Chicago Jobs Council** ([www.cjc.net](http://www.cjc.net)), in conjunction with the City of Chicago, is utilizing the findings of this research to develop a workforce development strategy that ensures that an appropriately skilled workforce exists in Chicago to carry out the activities of the CCAP and that new green jobs are available to all Chicagoans. In addition, the City and CJC are actively participating in the **Chicagoland Green Collar Jobs Initiative**, a multi-organizational collaborative working to facilitate the development of a skilled workforce that is ready to meet the demands of the emerging green economy and to capture new employment opportunities for Chicagoland workers. The overall goal of the Initiative is to promote and develop a green collar workforce system that integrates green business growth, innovative workforce development, and emerging environmental practices and policies into a vibrant regional economy. The Initiative is currently conducting a survey to determine the potential demand for green collar employees in our region, as well as the supply of workforce development training. The gaps in training opportunities will be identified through this research and the Initiative will then seek to fill those through an innovative collaboration process. Learn more at [www.greencollarchicago.org](http://www.greencollarchicago.org).

Chicago's workforce is a tremendous asset in realizing the goals of the Chicago Climate Action Plan and making Chicago the greenest city in the nation. Realizing the ambitious goals set forth in the plan will lead to the transformation of existing jobs and the creation of new, green jobs, which we define as a job that reduces waste and pollution or supports renewable energy.



Serious Materials, a manufacturer of environmentally sustainable building materials, completed the purchase of the former Republic Windows and Doors factory on Goose Island in March of 2009. The factory had closed a few months earlier and 250 workers, members of United Electrical Workers Local 1110, lost their jobs. The plant is rehiring the workers to build new energy efficient windows. Serious Materials is expanding their business in large part because of the opportunities that they see for energy efficient building materials in the Chicago area as our city invests in weatherizing our homes and businesses and greatly expanding our weatherization programs.

# Economic Development



The Chicago Climate Action Plan and the related green-ing activities that Chicago is undertaking have the added benefit of making Chicago a more competitive city. World Business Chicago, Chicago's not-for-profit economic development corporation chaired by Mayor Daley, fosters the Chicago region's global position as a thriving business location. Chicago builds off of its environmental policy legacy to attract green businesses. In addition, the City of Chicago, and its many partners, provide several types of support to existing businesses to help them become more environmentally friendly in their operations and to assist them in their ongoing ef-forts to develop green products and services.

## Supporting Existing Businesses

Chicago is a leader in supporting green businesses and is fully committed to attracting new businesses to the city. Chicago is currently developing a sustainable economic development strategy, led by the Department of Community Development. This strategy has identified key sustainable industries that are growing and that could benefit from City encouragement and assistance.

Since 2006, the **Chicago Sustainable Business Alliance** has fostered the exchange of best practices and promoted more sustainable products, services, and operations, as well as provided technical assistance and financial support to businesses looking to expand their employment of green workers. Learn more at <http://csba.foresightdesign.org>.

The Waste to Profit Network brings together companies and institutions to turn one company's by-product into another company's input

An innovative way that Chicago helps businesses to reduce their impact on the environment is through the **Chicago Waste to Profit Network**. Developed by the Chicago Manufacturing Center in partnership with the City of Chicago, State of Illinois, the Environmental Protection Agency, and patterned after the very successful National Industrial Symbiosis Program in the UK, the network brings together participants from more than 175 companies, institutions and City of Chicago departments to turn one company's by-product into another company's input. To date the network has succeeded in diverting more than 60,000 tons of solid waste from landfills, reduced Green House Gas emissions by more than 50,000 tons and created or retained 20 jobs. Learn more at <http://www.wastetoprofit.com>.

In 2001, the City of Chicago in partnership with **Commonwealth Edison**, the **University of Illinois' Energy Resource Center** and the **Waste Management and Research Center** developed the **Chicago Industrial Re-build** program to help the most energy and waste inten-

sive industries in the city become more energy efficient. Through the program, a City funded energy and pollution assessment is offered to participating companies. The assessments include a detailed report outlining suggested improvements and information on how to use the energy efficiency and process improvement opportunities to improve returns. Over the past eight years, more than 60 companies have participated in the program, saving \$17.5 million, 53,000 tons of CO<sub>2</sub>, 35 million kWh's of electricity and 861,290 MMBtu's of natural gas. Learn more at [www.cityofchicago.org](http://www.cityofchicago.org).

### Attracting and Growing Green Businesses

Chicago utilizes its purchasing power, construction practices and operations protocol to catalyze market creation for new products, such as permeable pavement and green roof materials. The City created the Center for Green Technology to house organizations and businesses that provide environmental products and services and hosts frequent free seminars on new green technologies.

**World Business Chicago** is completing a green industry target study to refine its efforts to encourage the retention, attraction and expansion of Chicago's green industries and its individual firms. One success in this area was the decision by Veolia Environment, the world's largest environmental services company, to locate its new North American headquarters in Chicago. This headquarters houses approximately 60 managers and administrators overseeing a \$4.5 billion business.

# Economic Development

Use of renewable energy sources is central to the Chicago Climate Action Plan and a key area that the City is pursuing for new green jobs. With funding from the Northern Illinois Energy Project, the Chicago Department of Environment has asked the **Environmental Law and Policy Center**, in collaboration with the **Chicago Manufacturing Center (CMC)** and the **Chicago Manufacturing Renaissance Council (CMRC)**, to create a Renewable Energy Taskforce to support the CCAP, as well as to conduct research about the supply chain for renewable energy businesses. This taskforce will help the city to achieve the goal of building a renewable power industry in Chicago, creating thousands of new green jobs building the components and designing, installing, operating and maintaining the systems. Chicago's existing renewable energy companies, including solar, wind and geothermal, will all participate in the task force.

CMRC, in partnership with the **Jane Adams Resource Corporation**, is also conducting research on the wind turbine supply chain and how Chicago can position itself to manufacture component parts.

Slated to open in 2009, **the Green Exchange** will be the nation's largest sustainable business community. Marketed as "the Merchandise Mart for Green Businesses," the Green Exchange is an adaptive reuse of the former Fredrick Cooper Lamp Company. The Green Exchange will contain 272,000 square feet of space for sustainable businesses and events and is itself built to achieve a Leadership in Energy & Environmental Design (LEED)

Platinum rating using energy efficient and waste reducing measures such as a green roof, solar thermal panels that will provide hot water and air-conditioning, and a 41,329 gallon rain cistern allowing storm water to be recaptured and used for irrigation and water features, among other features. Tenants located at the Green Exchange are eligible for below-market rate financing if they hire federally designated low-income individuals. The project is a collaboration of Alderman Manny Flores (1st Ward), the Local Initiatives Support Corporation, the LEED Council, the Logan Square Neighborhood Association, Baum Realty and the City of Chicago and receives additional funding from the U.S. Department of Health and Human Services. Learn more at [www.green-exchange.com](http://www.green-exchange.com).

The **Delta Institute** is contributing to green economic development in the Chicagoland region through research, technical assistance, training and pilot programs. Delta's research is looking at a variety of business sectors with potential for greening—including energy, buildings, goods and services, and waste—to identify strategies and policies that will drive the regional green economy forward. Delta will provide technical assistance to help businesses make economically, environmentally and socially sound choices about greening their business operations, buildings, products and supply chains at the Green Exchange.

# Workforce Development

Chicago is committed to ensuring that all Chicagoans have the opportunity to benefit from the City's investment in our environment. Non-profit organizations and leading businesses have already undertaken efforts to begin to train workers for green jobs and bring those formerly unemployed or underemployed into the green economy through job training, placement and new enterprises. The City will ensure that Chicago has an appropriately skilled workforce to carry out the work of the Chicago Climate Action Plan and to help our local businesses grow. The City aims to connect green job opportunities created through our greening activities to communities in need and ensure that clear career paths for advancement exist.

Chicago supports workforce development through several initiatives. The City's **Department of Community Development (DCD)** is charged with promoting a vibrant economy in Chicago through workforce and business development. It is launching a new focus on green jobs through Mayor Daley's WorkNet Chicago, a network of five Workforce Centers, two Sector-Based Workforce Centers, 25 Affiliate Agencies, 100 Training Providers and 500 Training Programs throughout the city, by directing job seekers to training and education that will prepare them for green employment opportunities and meet the needs of businesses. DCD plans to provide training in energy efficiency, waste reduction and other areas in partnership with initiatives out of the Department of the Environment. Using its existing employer demand-

driven system of business-focused programs, DCD will also develop a new initiative focusing on linking businesses across a variety of Green sectors with skilled/trained workers from the WorkNet Chicago system.

In 2008, the City partnered with the business community to form **Chicago LEADS** (Leading Economic Advancement, Development, and Sustainability), which brings together industry leaders, community based organizations and public agencies to focus Chicago's workforce development resources on the biggest challenges and opportunities facing Chicago's economy.

The issue of prisoner reentry has taken on new urgency in recent years, as tens of thousands of formerly incarcerated individuals have returned to our city seeking a fresh start. Chicago is one of the few cities to focus on these challenges. Mayor Daley convened the **Mayoral Policy Caucus on Prisoner Reentry** to formulate policy recommendations and address recidivism among ex-offenders and their specific barriers to employment. In addition, the City of Chicago has expanded job programs serving formerly incarcerated Chicagoans. One such program is the Customized Work Services Program which, through transitional jobs, helps people with criminal backgrounds break negative life patterns and engage in positive steps so they can re-enter the community as responsible, productive citizens. By attaching ex-offenders to real work activities, the chances of recidivism are significantly reduced. The Customized Work Services

Program, a partnership between the City's **Department of Sanitation** and **Department of Family and Support Services** has partnered with **Cleanslate**, **Association House** and the **Safer Foundation**, to recycle more than 4,500 bags of trash since the program began in 2007.

The City has identified four broad categories of existing job training and placement programs that serve Chicago's diverse workforce and help ensure that populations in need are linked to career paths to self-sufficiency. Green Pathways out of Poverty programs provide services for low-wage workers and low-skilled job seekers. Green Beginnings programs provide transitional jobs to give those with little work experience and significant barriers to employment the opportunity to learn basic skills and gain work experience. Green Youth programs provide young people interested in the green sector their first experiences in green projects, as well as skills to gain further employment in the green economy. Green Opportunities programs assist workers that are looking to advance their careers within the green economy by gaining skills to green their existing careers or transition into new green economy work, such as positions created in the renewable energy sector.

### **Green Pathways Out of Poverty**

Green jobs can be a pathway out of poverty if the proper investments in worker training are made. The City and its community-based partners have been hard at work laying the foundation for this type of job training. One community-based organization that has begun conven-

ing stakeholders around climate change and green jobs is **Blacks in Green (BIG)**. BIG's focus is on leading new generations of black environmentalists who educate community members about the risks of global warming and the opportunities of the new green economy and invest in creating sustainable communities. Learn more at [www.blacksingreen.org](http://www.blacksingreen.org).

Several non-profit organizations in Chicago have already begun to train workers for green jobs. The **Chicago Christian Industrial League** ([www.ccilworks.org](http://www.ccilworks.org)) provides landscape services training for disadvantaged job-seekers. Approximately 70 workers are hired each season. As the CCAP is implemented, and more adaptation strategies that involve landscaping and planting are carried out, training like the CCIL landscape program will ensure that disadvantaged job-seekers are involved in implementing the CCAP. **OAI, Inc.** ([www.oaiinc.org](http://www.oaiinc.org)) has a Minority Worker Training Program that targets historically under represented minority adults who live in environmentally degraded communities with brownfields



*Elist program participants learn building skills. Photo by the LEED Council*

and other environmental issues. The program provides occupational skills training in environmental remediation and construction trades, as well as academic and life skills training, and has trained nearly 700 adults.

In addition, the **LEED Council** ([www.leedcouncil.org](http://www.leedcouncil.org)) created the Entry Level Industrial Skills Training (ELIST) program in 2003. The ELIST class includes math, precision measurement and blueprints, workplace safety, basic building trade skills in carpentry, electrical and plumbing, and maintenance and repair fundamentals—all taught with an environmental focus. More than 200 workers



*Photo by Indie Energy*

have been trained through this program and the LEED Council is planning on expanding the class by providing bridge training that gives basic skills to those who could not meet the skills requirements for the program.

**Indie Energy**, an urban geothermal systems designer and builder, is an example of a company that incorporates on-the-job training for under-employed workers into its business model. Indie Energy designs, drills, and builds urban geothermal building systems that cut heating and cooling costs by 50–75%, while eliminating greenhouse gas emissions. The company has a “triple

bottom-line” mission, and their philosophy boils down to a simple statement: Urban Geothermal + Local People = Economic, Environmental, and Social Profit. Recently, Indie Energy entered into a collective bargaining agreement with Local 150 of the International Union of Operating Engineers, and Indie Energy’s green collar workforce became new union members. Learn more at [www.indieenergy.com](http://www.indieenergy.com).

Another company that provides green jobs for disadvantaged job-seekers is PC Rebuilders & Recyclers, which operates the **Computers for Schools** program ([www.pcsforschools.org](http://www.pcsforschools.org)). This recycling business hires ex-offenders, who often have a hard time finding employment after re-entering society, to sort, repair and recycle unwanted electronics from homes and businesses. The company then places these refurbished computers in schools, non-profit organizations and the homes of at-risk children. In effect, the program addresses a multitude of issues at once: providing employment for



those who have a difficult time finding work, reducing e-waste and keeping electronics out of landfills, and makes strides towards closing the digital divide by providing computers for schools in high-poverty areas.

### Green Beginnings

The new green economy presents opportunities for those workers that have little-to-no work experience or other significant barriers to employment. These positions are usually short-term placements that provide basic skills, support services, work readiness training and introductory work experience in order to transition the worker into a higher-paying, more permanent position. These green transitional jobs opportunities currently exist in several different industry areas.

The City of Chicago's Greencorps program is another program that has had a lot of success building employment experience among disadvantaged Chicagoans. **Greencorps Chicago** is a nine month training program operated by the Department of the Environment. Originally started in 1994 as a community gardening program that also created job training opportunities, today trainees receive a thorough grounding in horticultural practices, carpentry and equipment operation, as well as learning about specialized topics such as electronics recycling, environmental site remediation and home weatherization. The trainees also have opportunities to develop skills in project management and community outreach while receiving academic training and marketable certifications. Greencorps Chicago has served



*Building Materials Reuse Center Photo by Dave Hampton*

more than 300 trainees since its inception. Learn more at [www.cityofchicago.org](http://www.cityofchicago.org).

Waste reduction is a key area of the CCAP that will create jobs for local Chicagoans. These are the types of jobs that cannot be outsourced and that can provide entry-level positions for people with little work experience or barriers to employment. An innovative partnership between the Safer Foundation, the Delta Institute, and ReUse People is being developed to support the waste reduction goals of the CCAP and provide green jobs to disadvantaged job-seekers. **The Delta Institute** is developing Chicago's first Building Material Reuse Center to reduce waste through reuse. Delta is partnering with **The ReUse People** ([www.thereusepeople.org](http://www.thereusepeople.org)) to deconstruct abandoned and foreclosed properties and with **The Safer Foundation** ([www.saferfoundation.org](http://www.saferfoundation.org)) to provide trained disadvantaged workers, many of whom

are ex-offenders, for this work. The materials from these deconstructed properties will then be sold at the Building Materials Reuse Center, which will also provide warehousing, logistics, and retail employment opportunities for Chicagoans. Learn more at [www.delta-institute.org](http://www.delta-institute.org). **WomanCraft** ([www.womancraft.net](http://www.womancraft.net)), a social enterprise of Heartland Human Care Services, is located in Chicago's North Lawndale neighborhood. WomanCraft uses recycled office paper and reclaimed flowers to create unique, sustainable, handmade paper products, such as wildflower seed note cards, memory books, gift tags, frames and custom wedding invitations. WomanCraft's permanent artisan positions offer union employment; the transitional jobs participants work in part-time, short-term paid positions that offer workplace readiness training, the opportunity to experience success in the workplace and assistance in transitioning to permanent employment. WomanCraft serves women who face a variety of barriers to employment, including chronic unemployment, physical and mental health issues, education and literacy challenges, substance use issues, criminal records, and lack of a work history, current reference or permanent housing.

Another transitional jobs program for women is **The Enterprising Kitchen** ([www.theenterprisingkitchen.org](http://www.theenterprisingkitchen.org)), which provides a six-month program in which low-income women receive life skills seminars, computer literacy training, personal financial literacy, and individual career counseling, while working in all facets of the business, which manufactures natural soap and bath prod-



*Photo by Cleanslate*

ucts. Participants are paid for their time and are placed in outside permanent employment upon completion. The Enterprising Kitchen has served over 330 women and provided referral services to an additional 175 women.

**Cleanslate** ([www.cleanslatechicago.org](http://www.cleanslatechicago.org)), a social enterprise of The Cara Program, is a neighborhood beautification business providing transitional jobs for students of The Cara Program who face significant obstacles to employment. All Cleanslate interns are individuals affected by homelessness and poverty who are motivated to transform their lives and achieve real, lasting

success. Since 2005, Cleanslate has swept up and collected 185,518 bags of garbage, with over 38% of them sorted as recyclables and properly disposed of, in partnership with neighborhood associations, Special Service Associations, and the City of Chicago's Departments of Streets and Sanitation and General Services. Since 2005, over 600 community residents have worked in transitional jobs with Cleanslate, 228 of whom were subsequently placed into quality, permanent employment. Additionally, The Cara Program/Cleanslate has been able to hire 14 former Cleanslate interns as full-time employees, in positions such as Crew Chief, Area Supervisor, Grounds Associates and Facilities Assistant.

Another organization that offers transitional job opportunities to disadvantaged workers is the North Lawndale Employment Network. **Sweet Beginnings LLC** ([www.beelinestore.com](http://www.beelinestore.com)) is an innovative transitional jobs program primarily for those who have been incarcerated. Sweet Beginnings manufactures the Beeline brand of skin care products which are made from raw honey cultivated in the North Lawndale neighborhood of Chicago. On-the-job training includes inventory control, basic sales and marketing skills, product manufacturing and shipping and receiving. In the coming years, Sweet Beginnings will seek to expand its operation to include a larger manufacturing site and additional apiary space.

**Growing Home** ([www.growinghomeinc.org](http://www.growinghomeinc.org)) develops innovative urban agriculture initiatives with eco-



*Growing Home Urban Agriculture participant harvests vegetables.  
Photo by Andy Collings*

omic development potential and stimulates economic opportunity via its organic agriculture social enterprise. Growing Home provides job training and employment for individuals who have multiple barriers to employment. In 2007, 90% of Growing Home's program participants had been previously incarcerated. In 2009–10, Growing Home will pilot an incubator farm program for graduates of its transitional job training program. This program will include entrepreneurship training as well as support for new urban agriculture businesses.

The **Michael Barlow Center**, a program of **St. Leonard's Ministries**, offers Greenworks: Basic Maintenance Skills for Sustainable and Conventional Buildings program to formerly incarcerated men and women in its facility on the West Side of Chicago. The program is an eight week job training program for construction and building maintenance skills, with an emphasis on energy



*Program participants gain hands-on building weatherization experience.  
Photo by St. Leonard's Ministries*

efficiency. The program runs four times a year and provides job placement services to all graduates.

### **Green Youth**

The green economy also provides opportunities for youth to join the workforce and gain experience. The North Lawndale Employment Network (NLEN) started **Building Beyond: Green Pathways to Success** to address youth needs. The program helps 19- to 21-year-old low-income individuals to develop basic communication skills, soft skills, environmental literacy, safety certification, and basic vocational skills training relevant to green workforce opportunities. NLEN enrolled its second cohort in March 2009. Learn more at [www.nlen.org](http://www.nlen.org).

Another program that serves youth, as well as adults, is **City Farm**, which is run by the Resource Center. This program farms vacant City-owned land and sells locally grown organic produce to major Chicago restaurants, the public, and subscription members. These sales and associated urban agriculture processing of recycled firewood provide 2.5 full-time, year-round jobs per acre of garden and 15 seasonal youth positions with the help of partners. City Farm has employed 70 youth



*Photo by Janet Dzieszinski*

from CHA housing projects and trained them in urban farming and small business management, in addition to the hundreds of adult individuals served. Learn more at [www.resourcecenterchicago.org](http://www.resourcecenterchicago.org).

**Growing Power's** Chicago Youth Corps provides green collar job training and employment to more than fifty 14- to 19-year-olds in after-school and summer programs. Youth Corp members work in their communities and in the 20,000 square foot urban farm located in Grant Park. Growing Power's multi-disciplinary curriculum draws from agriculture, science, art and business, utilizing environmental sustainability and community development as the anchor for understanding sustainability and service. In addition, Growing Power provides technical assistance at local elementary and high schools and to emerging community food system and urban agriculture projects locally, nationally and internationally. Growing Power also offers internships for those seeking experience in the urban community food systems field. Several interns have moved into full-time employment with Growing Power, after the completion of their training. Interns also gain experience marketing produce at small community farmers' markets and building customer service and entrepreneurial skills. Learn more at [www.growingpower.org](http://www.growingpower.org).

**Windy City Harvest** is a program of the **Chicago Botanic Garden**, in partnership with the **West Side Technical Institute**, which provides instruction in sustainable horticulture and urban agriculture to young adult residents of Chicago. In the coming year, Windy City Harvest will be offering a nine-month certificate program in Sustainable Urban Horticulture with a three month paid internship and the possibility for continued apprenticeship with Windy City Har-

vest. The program will produce over 5,000 pounds of produce at two locations—West Side Tech and the Garfield Park Conservatory. Learn more at [www.chicagobotanic.org](http://www.chicagobotanic.org).

**West Town Bikes' youth programs focus on teaching young men and women independence, professional skills, environmental stewardship and the importance of exercise and good nutrition.**

Another program that promotes reduction of green house gases while educating youth is **West Town Bikes** ([www.westtownbikes.org](http://www.westtownbikes.org)), a community bicycle learning workshop that promotes bicycling in Chicago and educates under-served youth about bicycle mechanics and safe cycling. The youth programs focus on teaching young men and women independence, professional skills, environmental stewardship and the importance of exercise and good nutrition. Another organization, **Working Bikes Cooperative** ([www.workingbikes.org](http://www.workingbikes.org)), provides West Town with many of the bicycles used in their programs. In addition, this year West Town Bikes is beginning a train-the-trainers program to train trainers of youth bicycling programs in 2009 to build organizational and program

capacity. West Town expects to hire more individuals as trainers and sales shop employees in 2009 and to greatly increase its job training and referral activities this year.

### **Green Opportunities**

The green economy also presents opportunities for those with more work experience who are looking to advance their careers in fields such as renewable energy, horticulture and energy efficiency.

**The Electrical Joint Apprenticeship and Training Trust at Local 134 IBEW** ([www.in-techonline.org](http://www.in-techonline.org)) is the training entity responsible for the technical education of thousands of apprentices and journeypersons in electrical construction, communications and residential construction. It is a joint venture between Local 134, International Brotherhood of Electrical Workers and the Electrical Contractors Association of the City of Chicago. Renewable energy has been a focus of training and interest for approximately ten years. The Trust installed the first photovoltaic system (PV) on an apprenticeship facility in 1998 and has a renewable energy course including three photovoltaic systems that are used both for training and as a source of electrical supply. Additionally, the Trust operates a program called Jumpstart, which aids applicants in preparing for and successfully completing the admissions process for the apprenticeship program.

**Wilbur Wright College** has committed to providing education and training to the burgeoning green jobs

movement. The Building Energy Technology Program at Wright College provides education and training in a number of areas related to green jobs development, including hazardous materials management, environmental policy, building energy efficiency and renewable energy technologies, environmental geology and atmospheric sciences, emergency management, occupational health and safety, and specialty topics through college credit curricula, non-credit workshops and symposia, webinars and satellite broadcasts, and employee training programs. Wright recently added the energy efficiency/renewable energy (2006) and emergency management (2008) programs. The programs have graduation rates that have reached up to 30 students per year, and include both an Associate in Applied Sciences degree and Occupational Certificates, as well as articulation for students progressing on to bachelor degree programs. The Building Energy Technology Program is in a period of strategic growth and is currently exploring opportunities for adding renewable energy technicians training, natural resource management, the expansion of its business services training for employees, and additional renewable energy/green building facility projects on campus. Learn more at [www.wright.ccc.edu/Programs/environmental\\_tech.asp](http://www.wright.ccc.edu/Programs/environmental_tech.asp).

**Harold Washington College** ([www.hwashingtton.ccc.edu](http://www.hwashingtton.ccc.edu)) offers an Associate Degree in Horticulture. Started in 2003, the program provides general horticulture classes and courses concentrating on landscape design, construction, and maintenance to prepare students to enter

the field of horticulture, to transfer to a four year college, or to upgrade work related skills for those currently

The programs feature hands-on learning, design elements, and project management, while emphasizing solid plantsmanship . . .

employed in the horticulture industry. To fulfill the AAS Degree requirements, all students must complete a semester internship, providing them with the opportunity to gain on-the-job work experience with a local horticulture industry related employer.

**The Chicago Botanic Garden** ([www.chicagobotanic.org](http://www.chicagobotanic.org)) also has a Horticulture Certificate of Merit Program that has grown to include eight tracks of study, focusing on horticulture career path opportunities, professional development and training, as well as personal enrichment. The programs feature hands-on learning, design elements, and project management, while emphasizing solid plantsmanship along with sustainability, planning, and quality at all levels of work. Over 300 students have received certificates since 1999. In the future, the program will strive to take a leading role in the advancement of sustainable horticulture practices with the goal of best

practices with minimal impact on the surrounding ecosystem. This is an endeavor to provide students with additional job opportunities in emerging fields within the green industry.

**Friends of the Forest Preserves** in partnership with the **Student Conservation Association** runs a three-month Urban Restoration and Prescribed Fire Internship that includes a stipend and job training. Successful completion of the internship is geared towards providing skills that can lead to a long-term career in natural land management. Interns work side-by-side with Forest Preserve District Staff and help to restore health to the Forest Preserves of Cook County. Funding is made possible through the U.S. Forest Service. Learn more at [www.fotfp.org](http://www.fotfp.org).



*Photo by Friends of the Forest Preserve*

# Looking Towards the Future



## Ensuring Green Jobs are Good Jobs

The City of Chicago sees the Chicago Climate Action Plan as an opportunity for Chicago to grow its economy and offer good jobs for its residents. Much of the work to accomplish the ambitious goals of the plan will be local work that supports our City and our local economy. Chicago will aim to provide workers with the opportunity

to advance in their careers through additional education and training and for disadvantaged workers, with barriers to employment, to be able to gain work experience and have the opportunity to pursue career growth. The City aims to support jobs with clear career pathways and increasing wages.

## Chicago Green Jobs for All Program Priorities

The Chicago Climate Action Plan, as well as the innovative programs developed by community-based organizations and local businesses, support far-reaching climate and economic impacts for Chicago. To ensure that green jobs are supported in Chicago and made accessible to all, the City of Chicago has several clear priorities for the future.

### Energy Efficiency

Energy efficiency programs provide one of the best ways to include new workers in the green economy. The City of Chicago will invest in construction training programs to prepare energy efficiency measure installers for positions retrofitting Chicago's homes and businesses so they are less wasteful of energy. The City will promote training of energy efficiency auditors and building maintenance personnel to maintain these systems.

### Waste Reduction

Waste reduction projects can provide jobs for the most disadvantaged workers, including ex-offenders and the formerly homeless. The City will support transitional jobs programs that provide work experience to those with little employment history and to the hardest to employ. Deconstruction of abandoned buildings and recycling of building materials for reuse will be a priority.

### Renewable Energy

Promoting renewable energy is also a promising avenue for attracting new green jobs to Chicago. The City will continue to work with the Environmental Law and Policy Center to determine the best plan for achieving the goals of the CCAP in the area of renewable energy while creating family-supporting jobs and entry-level opportunities for new workers.

### Adaptation

Local community organizations, social enterprises, and small businesses have taken the lead in promoting horticulture, landscaping and urban farming, as well as a variety of sustainable products in Chicago. The City will continue to support these programs and assist with expansion where possible.

### Transportation

Expanding options for walking, bicycling and public transit is central to the City's strategy to reduce greenhouse gases. Building the infrastructure for these transportation options will support this goal and will at the same time support the local economy.

# Conclusion



The actions needed to accomplish the Chicago Climate Action Plan provide a unique opportunity to build a green economy in Chicago. The plan lays out an ambitious work plan to achieve the goal of an 80 percent reduction in greenhouse gas emissions from 1990 levels by 2050. Achieving this goal will require the action of all Chicagoans and presents an opportunity for Chicago to grow its economy and offer good jobs for its residents.

Chicago Green Jobs For All has provided a glimpse of what some leading businesses and organizations have

already done to support the green economy in Chicago. The City and its partners are actively supporting existing businesses that want to green their products and services, working to attract new green businesses to Chicago, and providing key training opportunities so that all Chicagoans have the opportunity to access green jobs. As Chicagoans join together to achieve a greener city, we will stand as an example to all the world of how a large city can support a diverse economy through activities that make our city a more vibrant and sustainable place to live.

[www.chicagoclimateaction.org](http://www.chicagoclimateaction.org)



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