



ILLINOIS POWER AGENCY

Illinois Power Agency
105 W Madison Street, Suite 1401
Chicago, IL 60602

Minimum Equity Standard Waiver Request

For Projects Participating in Utility-Scale Competitive REC Procurements

Please use this form to request a waiver from the Minimum Equity Standard. All questions below should be answered truthfully, accurately, and with as much detail as possible. Requestors must receive at least 20 points to qualify for a waiver (16 points for entities that do not work with subcontractors). As of Delivery Year 2025-26, when scoring the waiver request, the Agency will consider the number of similarly situated entities that are able to meet MES.

1. Is your organization an organized labor/union entity or a non-union entity?
 - Non-Union
 - Union
2. Please indicate the Delivery Year for which you are requesting an MES Waiver.
 - a. DY 2023-24
 - b. DY 2024-25
 - c. DY 2025-26

Non-Union Waiver Request

3. State the name of the entity submitting this waiver request and the submitter's email address.
4. Please list the projects included in this waiver request.

Non-Union Outreach/Recruitment Narrative

Please provide a brief narrative describing the entity's effort to recruit Equity Eligible Persons ("EEPs") prior to the start of project construction. For each of the items in questions 5-8, please include the dates associated with the event, meeting or contact, and the names and dates of the contacted individuals, where available.

Supplemental documentation must be submitted to IPA.EnergyEquity@illinois.gov, with the subject line "*Company Name* MES Waiver Request."

5. Working consistently and assertively with job training and workforce development programs **(6 points)**. Evidence may include:



- *Recruitment efforts from workforce development programs, such as correspondence with the Department of Commerce and Economic Opportunity to identify EEP-qualifying workforce training programs in target areas, or correspondence with workforce program staff notifying them of available employment opportunities in the industry.*
 - *Outreach to workforce training programs could include contacting training programs that may not qualify a person as an EEP, but (1) are located in communities where residents may qualify as an EEP based on residency, (2) provide job training to formerly incarcerated individuals, or (3) provide job training to graduates of the foster care system.*
6. Maintaining applications and contact information of individuals who were not selected for employment but may be contacted for future project employment opportunities. Supporting documentation could include waitlisted applications or reserved resumes and may be required to demonstrate this criterion has been met. **(2 points)**
7. Participating in job fairs (in-person or virtual) and related local community events to recruit an equitable workforce. **(5 points)**
- *Demonstration of participation must be submitted with the waiver request, and could include emails from job fair organizers confirming participation at a job fair or event, printed materials handed out at such events, a list of contacts made at the event, etc.*
 - *Waiver requests will also receive credit for demonstration of attempted participation in such events, including reaching out to past job fair organizers, etc.*
8. Direct outreach to Equity Eligible Contractors (“EECs”) listed on the Energy Workforce Equity Portal website (<https://energyequity.illinois.gov/employers.html>) (where applicable – if the entity did not work with any subcontractors, please include this information and this point category will not be included when evaluating the waiver request). **(4 points)**
9. Did the entity advertise any available positions on the Energy Workforce Equity Portal (<https://energyequity.illinois.gov/>)? Or review the list of EEPs looking for employment opportunities posted on the Energy Workforce Equity Portal? If so, did the applicant contact these available EEPs? If not, please provide an explanation. **(3 points)**
- *Please provide documentation of any efforts in this category.*
 - *Please note that the Illinois Power Agency will cross-reference activity on the Energy Workforce Equity Portal to verify job postings.*



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10. Engagement in direct and extensive outreach to trade associations or other relevant organizations to notify them of opportunities.
- *Efforts to contact organized labor unions (2 points)*
 - *Efforts to contact community colleges (2 points)*
 - *Efforts to contact community-based organizations (2 points)*
11. Please provide documentation of the platforms used to announce or publicize available employment opportunities, such as employment websites, alumni listservs, union halls, social media, etc. **(2 points)**
12. Please list any state-sponsored platforms on which the applicant announced or publicized available employment opportunities for EEPs, such as Illinois WorkNet (www.illinoisworknet.com) or Illinois Job Link (illinoisjoblink.illinois.gov). **(2 points)**
13. Please provide documentation of employment offers that were made to equity eligible persons but that were not accepted. **(2 points)**
14. Please describe any other efforts outside of the scope of the above criteria to recruit EEPs. **(3 points)**

Non-Union Scoring Table

Criterion	Total Points Possible	Points Awarded
Collaboration with qualifying workforce training programs	6	-
Maintaining a list of EEPs for future employment opportunities	2	-
Participation in job fairs	5	-
Evidence of outreach to EECs listed on the Energy Workforce Equity Portal	4	-
Posting employment or contract opportunities on and contacting EEPs via the Energy Workforce Equity Portal	3	-
Efforts to contact unions, community colleges, and/or	2	-
	2	-



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community-based organizations	2	-
Posting employment or contract opportunities on different platforms	2	-
Utilization of WorkNet or other state-run employment sites	2	-
Offers made to EEPs that were not accepted	2	
Number of similarly situated AVs that are able to meet MES	-5	-
Extraordinary efforts made outside of the above criteria	3	
TOTAL	35	-

Organized Labor/Union Waiver Request

1. State the name of the entity submitting this waiver request.
2. Please list the projects included in this waiver request.

Organized Labor/Union Outreach/Recruitment Narrative

Please provide a brief narrative describing the entity's effort to recruit Equity Eligible Persons ("EEPs") prior to the start of project construction. For each of the items in questions 4 through 6, please include the dates associated with the event, meeting or contact, and the names and dates of the contacted individuals, where available.

Supplemental documentation must be submitted to IPA.EnergyEquity@illinois.gov, with the subject line "*Company Name* MES Waiver Request".

3. A signed letter from at least two qualifying workforce training programs in the area stating that no candidates that meet the criteria are available. **(6 points)**



4. Maintaining applications and contact information of individuals who were not selected for employment but may be contacted for future project employment opportunities. Supporting documentation could include waitlisted applications or reserved resumes and may be required to demonstrate this criterion has been met. **(2 points)**
5. Direct outreach to Equity Eligible Contractors (“EECs”) listed on the Energy Workforce Equity Portal (where applicable – if the entity did not work with any subcontractors, please include this information and this point category will not be included when evaluating the waiver request). **(4 points)**
6. Did the entity advertise any available positions on the Energy Workforce Equity Portal (<https://energyequity.illinois.gov/>)? Or review the list of EEPs looking for employment opportunities posted on the Energy Workforce Equity Portal? If so, did the applicant contact these available EEPs? If not, please provide an explanation. **(3 points)**
 - *Please provide documentation of any efforts in this category.*
 - *Please note that the Illinois Power Agency will cross-reference activity on the Energy Workforce Equity Portal to verify job postings.*
7. Please provide a signed letter from a local, relevant trade union stating that no apprentices nor journey workers who meet the requisite criteria are available. The letter must describe efforts that local union has undertaken to recruit EEPs in order to meet demand in response to the Minimum Equity Standard, such as the efforts listed in this waiver request. **(7 points)**
8. Please provide documentation of direct outreach to trade associations or other relevant organizations to notify them of the project and employment opportunities.
 - *Efforts to contact community colleges (2 points)*
 - *Efforts to contact community-based organizations (2 points)*
9. Please list any state-sponsored platforms on which the applicant announced or publicized available employment opportunities for EEPs, such as Illinois WorkNet (www.illinoisworknet.com) or Illinois Job Link (illinoisjoblink.illinois.gov). **(2 points)**



10. Please provide documentation of the platforms used to announce or publicize available employment opportunities, such as employment websites, alumni listservs, union halls, social media, etc. **(2 points)**

11. Please provide documentation of employment offers that were made to EEPs but that were not accepted. **(2 points)**

12. Please describe any other efforts outside of the scope of the above criteria to recruit EEPs. **(3 points)**



Scoring Table for Project Waivers Using Organized Labor/Union Labor

Criterion	Total Points Possible	Points Awarded
Signed letter from at least two qualifying workforce training programs in the area stating that no candidates are available that meet the criteria	6	-
Maintaining a list of EEPs for future employment opportunities	2	-
Evidence of outreach to EECs listed on the Energy Workforce Equity Portal	4	-
Posting positions or contract opportunities on and contacting EEPs via the Energy Workforce Equity Portal	3	-
Signed letter from the trade union stating no apprentices or journey worker is available that meets the criteria. The letter demonstrates the union's efforts to recruit EEPs	7	-
Efforts to contact community colleges	2	-
Efforts to contact community-based organizations	2	-
Utilization of WorkNet or other state-run employment site	2	-
Posting employment or contract opportunities on different platforms	2	
Offers made to EEPs that were not accepted	2	
Number of similarly situated AVs that are able to meet MES	-5	-
Extraordinary efforts made outside of the above criteria	3	
TOTAL	35	-