



IPA Power Hour 1—Equity in the Clean Energy Economy: Progress & Challenges

March 28, 2025

Agenda

- **Introductions and Housekeeping**
- **Equity Accountability System Assessment – Key Findings**
- **Energy Workforce Equity Portal - Progress**
- **Reflections from EAS Assessment and What Lies Ahead?**
- **Equity Eligible Contractor Program Participation, Support, and Metrics**
- **Advance of Capital- Requirements and Metrics**
- **Equity Eligible Persons Participation in Solar Projects- Best Practices and Challenges**
- **Small and Emerging Business Initiative- Guide, Hub, Workshops, and State Program Coordination**
- **Q&A**

IPA Power Hour Webinars



- **Today's Power Hour:**

- This 60-minute webinar will discuss the progress and challenges around IPA equity initiatives, including Part I and II of the Equity Accountability System Assessment, the Agency's Diversity, Equity, and Inclusion (DEI) Advisory Council, the IPA Racial Disparity Study, and more..

Power Hour is a series of educational and informative presentations on a wide range of clean energy topics and emerging issues.

- Power Hour webinar series started in 2021.
- To-date, the Agency has hosted 35 Power Hour webinars, garnering over 1,200 attendees and over 1,800 post-webinar views on the IPA YouTube channel.
- Invited energy thought leaders and experts locally and nationally.

WEBINAR ARCHIVES: <https://ipa.illinois.gov/about-ipa/ipa-events/previous-power-hour-events.html>

IPA Power Hour Webinar Series Statistics



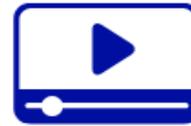
35

**Power Hours
Webinars
Hosted**



1,200+

**Attendees from
2023 - 2024 (Zoom)**



1,800+

**Recording Views
from 2023 - 2024
(IPA YouTube)**



2,500+

**Website Clicks
(IPA Events
Page)**

***Popular
Power Hour
Webinar
Topics
(2023 - 2024)***



**The State of
Wind Energy**



**Renewable Energy
Financing:
Distributed Solar**



**Clean Energy Future for
Public Schools:
Challenges and Solutions**

The Illinois Power Agency



About the IPA

Vision:

"A clean, reliable, and cost-effective energy future for residents and businesses across Illinois"

- Independent State Agency created in 2007
- Responsible for the development of an annual Electricity Procurement Plan for customers of electric utilities
- Supports the Illinois Renewable Portfolio Standard (RPS) through the development and implementation of:
 - Long-Term Renewable Resources Procurement Plan
 - Competitive procurement for utility-scale projects
 - Solar incentive programs for homes and businesses



Equity Accountability System Assessment

Tanvi Shah, Chief DEI Officer, IPA
March 28, 2025

Climate and Equitable Jobs Act (CEJA)

- Enacted in 2021, CEJA strengthens equity and diversity requirements for IPA-administered incentive programs and procurements
- Implementation of the new CEJA provisions include:
 - **Equity Accountability System (EAS)**
 - Minimum Equity Standard
 - EEC Category of Illinois Shines
 - Equity Bid Adjustments for Competitive Procurements
 - **Data Transparency and Accountability**
 - EAS Assessment
 - Racial Disparity and Availability Study
 - Energy Workforce Equity Portal

Equity Eligible Persons

The law defines **Equity Eligible Persons** as :

- (1) persons who graduate from or are current or former participants in the Clean Jobs Workforce Network Program, the Clean Energy Contractor Incubator Program, the Illinois Climate Works Pre-apprenticeship Program, Returning Residents Clean Jobs Training Program, or the Clean Energy Primes Contractor Accelerator Program, and the solar training pipeline and multi-cultural jobs program
- (2) persons who are graduates of or currently enrolled in the foster care system;
- (3) persons who were formerly incarcerated;
- (4) persons whose primary residence is in an **equity investment eligible community**.”

Equity Eligible Contractors

The law defines **Equity Eligible Contractors** as:

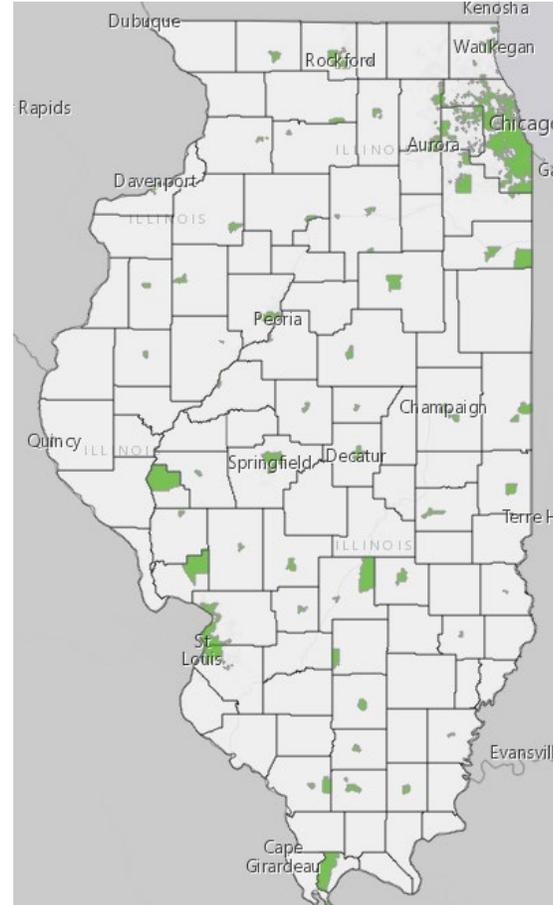
- A business that is majority-owned by equity eligible persons, or a nonprofit or cooperative that is majority-governed by equity eligible persons, or is a natural person that is an eligible person offering personal services as an independent contractor.
- The EEC Category is a designated capacity block available for projects submitted by EECs. CEJA requires minimum 10% of program capacity, increasing to 40% by 2030.
 - Only EEC AVs may submit projects to this category. EEC certified AVs are **NOT** limited to EEC Block.
 - EECs may apply for Advance of Capital up to 50% of contract value predating project development.

Equity Investment Eligible Community (EIEC) Map

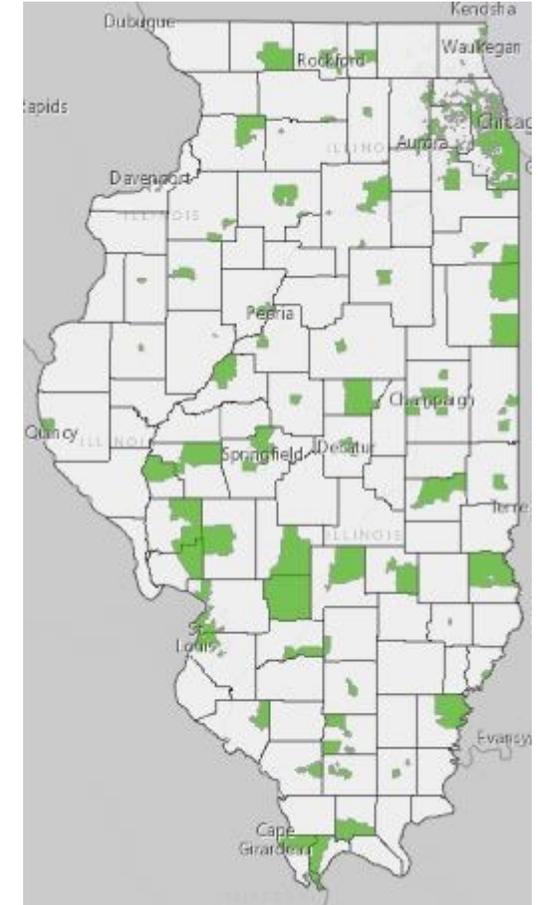
Equity investment eligible communities are geographic areas throughout Illinois which would most benefit from equitable investments by the State designed to combat discrimination.

The eligible communities are:

- (1) R3 Areas as established by the Cannabis Regulation Tax Act, where residents have historically been excluded from economic opportunities.
- (2) Environmental Justice Communities, as defined by the Illinois Power Agency, where residents have historically been subject to disproportionate burdens of pollution, including pollution from the energy sector.



EIEC Map (Feb. 2023)



EIEC Map (Current)

Minimum Equity Standard

- **Minimum Equity Standard** is the minimum percentage of project workforce for participating projects that consists of equity eligible persons or contractors.
- **For Program Year 2023-2024 and 2024-2025:**
 - At least 10% of project workforce for each entity must be comprised of Equity Eligible Persons or Equity Eligible Contractors.
- **By 2030:**
 - At least 30% of the project workforce for each entity participating in a procurement program is comprised of EEPs.

Years	Scheduled MES Increase	% Increased
2024-2025	10%	-
2025-2026	14%	+4%
2026-2027	18%	+4%
2027-2028	22%	+4%
2028-2029	26%	+4%
2029-2030	30%	+4%

Minimum Equity Standard: Recap

CEJA created an Equity Accountability System mandating minimum equity standards for certain IPA-administered renewable energy programs and procurements.

The Minimum Equity Standard (“MES”) helps ensure that the growing clean energy economy is accessible by everyone.

Under the MES, an increasing portion of the workforce of an entity participating in the IPA’s Illinois Shines Program or competitive renewable energy procurements must meet baseline equity requirements.

Equity Accountability System Assessment



- The EAS Assessment evaluates the effectiveness of statutory Equity Accountability System provisions in promoting equity across the clean energy economy.
 - Part 1- Focuses on available data and insights, covering several key areas: MES Compliance Plans and Mid-Year Reports, EEC Project Category, Competitive Procurement Bid Adjustments, and the Energy Workforce Equity Portal ([Part 1 Assessment](#) published August 2024).
 - Part 2 – Focuses on delving deeper into MES Year-End Reports, MES Waivers, Workforce Demographics, Annual Reporting Data, and culminates in an overall assessment of the EAS complete with recommendations for improvements ([Part 2 Assessment](#) published February 2025).



Equity Accountability System Assessment

Part II

February 14, 2025



Prepared in accordance with Section 1-75(c-15)(2)(A) of the Illinois Power Agency Act (20 ILCS 3855)

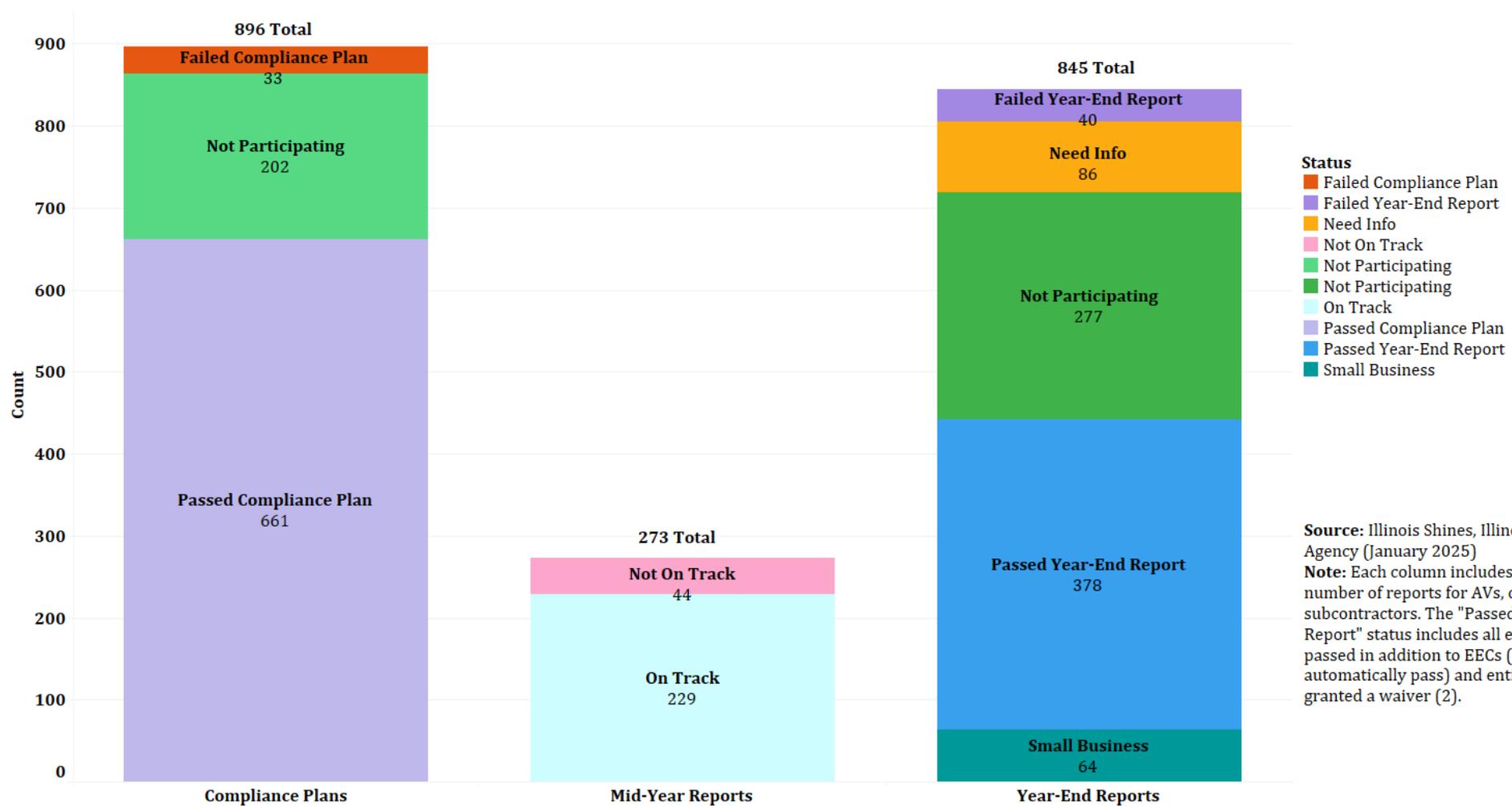
ipa.illinois.gov

EAS Assessment - Key Findings

Minimum Equity Standard: Compliance Overview

PY 2023-2024 MES Reports

Compliance Plans, Mid-Year Reports, and Year-End Reports from AVs, Designees, and Subcontractors in Illinois Shines



Minimum Equity Standard: Compliance Overview



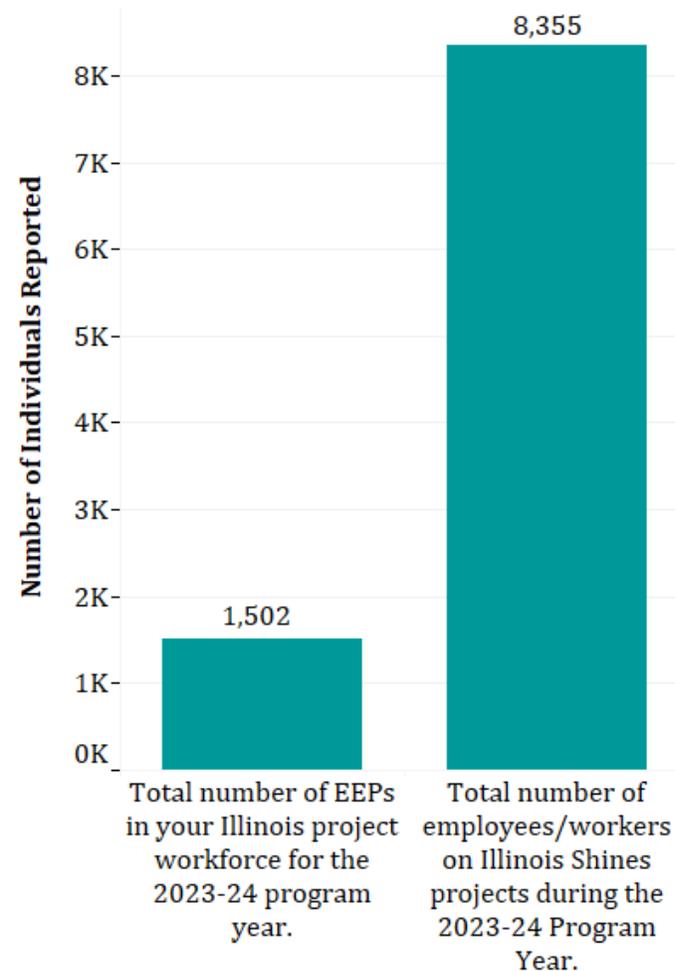
Reported Minimum Equity Standard (MES) Activity in Year-End Reports Submitted by AVs, Designees and Subcontractors in the Illinois Shines Program

Did you partner with Equity Eligible Contractor Approved Vendors or Designees for project applications associated with your organization?

No	360
Yes	170

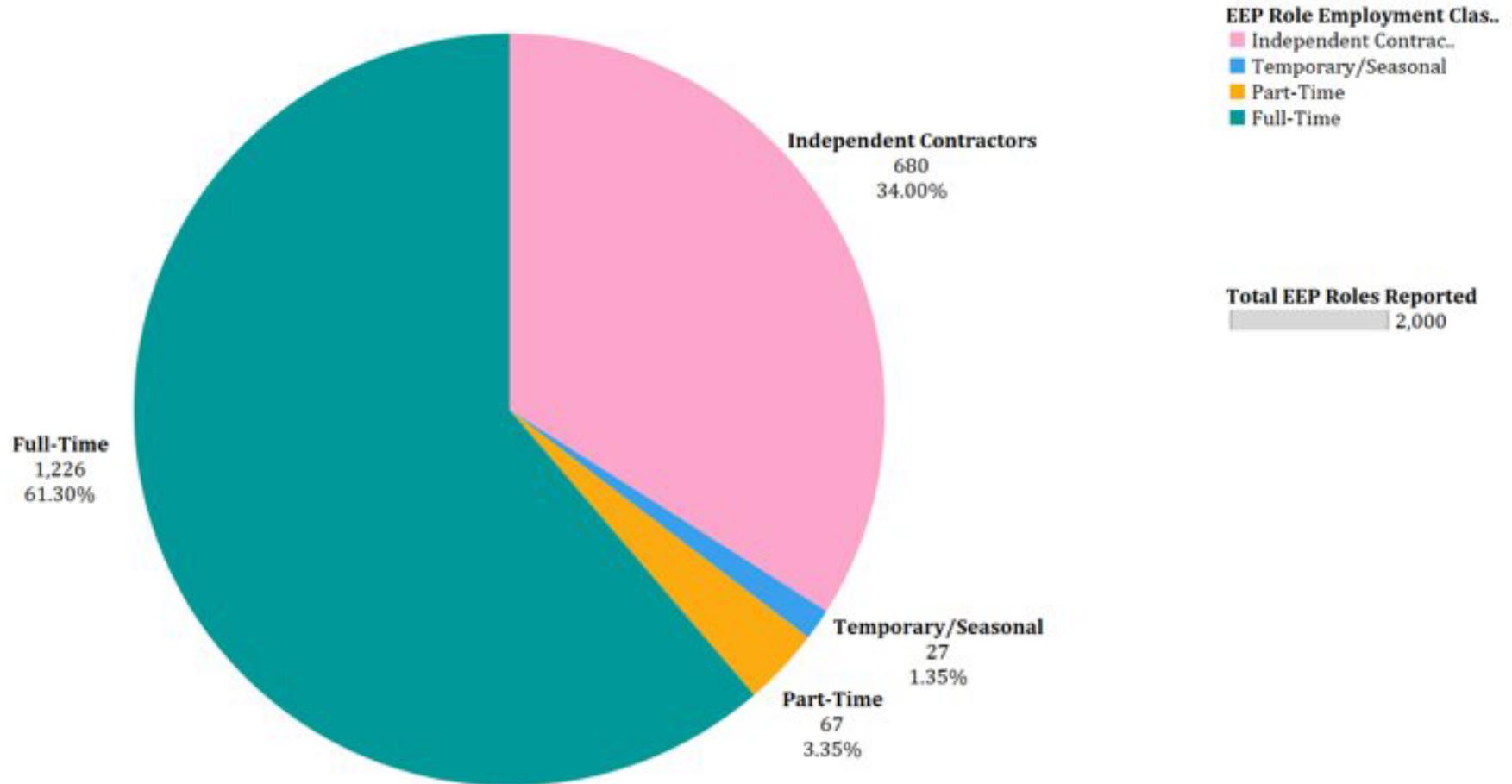
During the 2023-24 Program Year (June 1, 2023 – May 31, 2024), did your organization hire any new employees? This can include full-time, part-time, contractors, or any other type of employee.

No	230
Yes	300



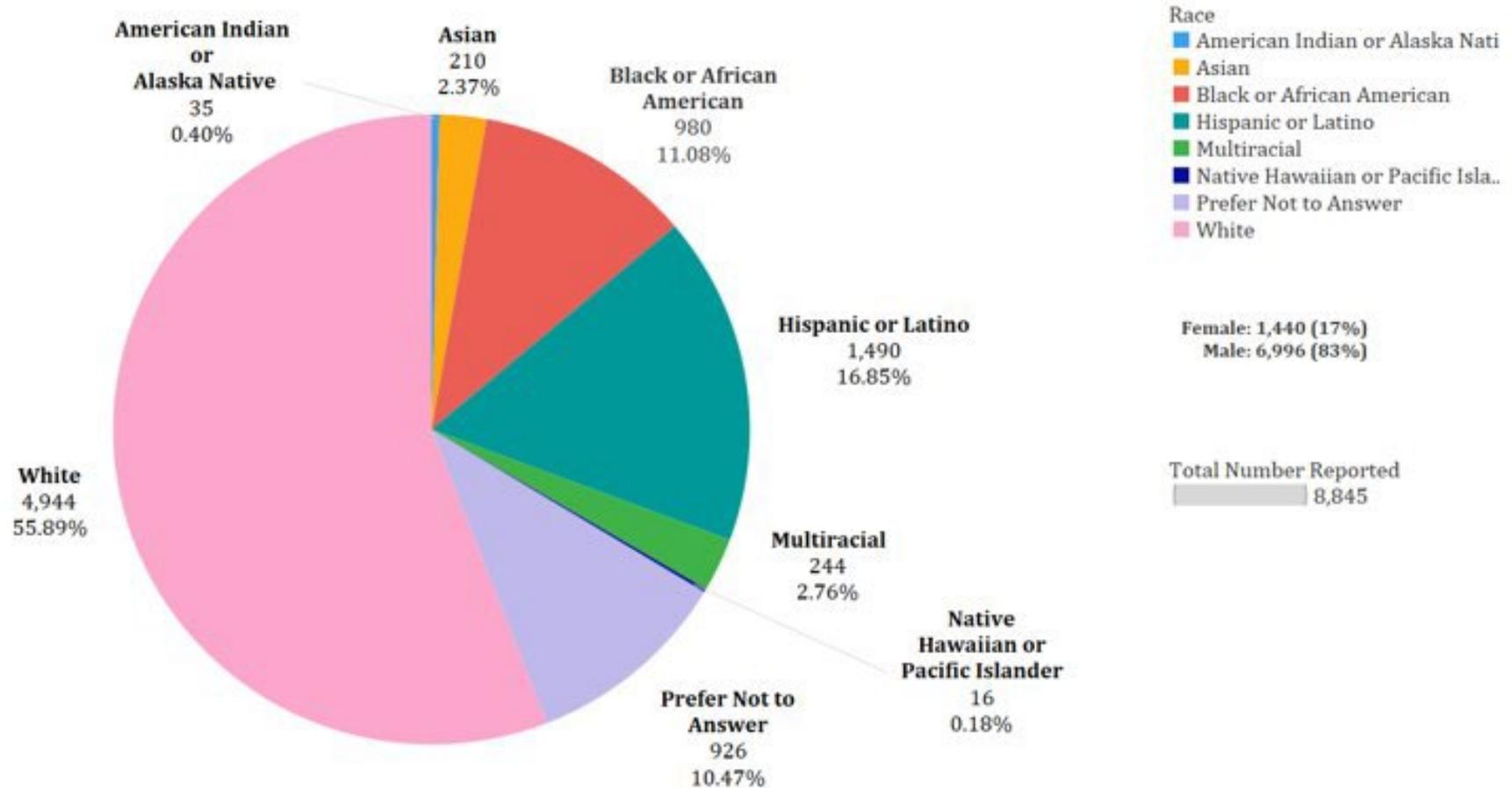
PY23-24 Workforce Overview

Equity Eligible Person (EEP) Roles by Employment Classification
Reported by AVs, Designees, and Subcontractors in Illinois Shines' Year-End Reports



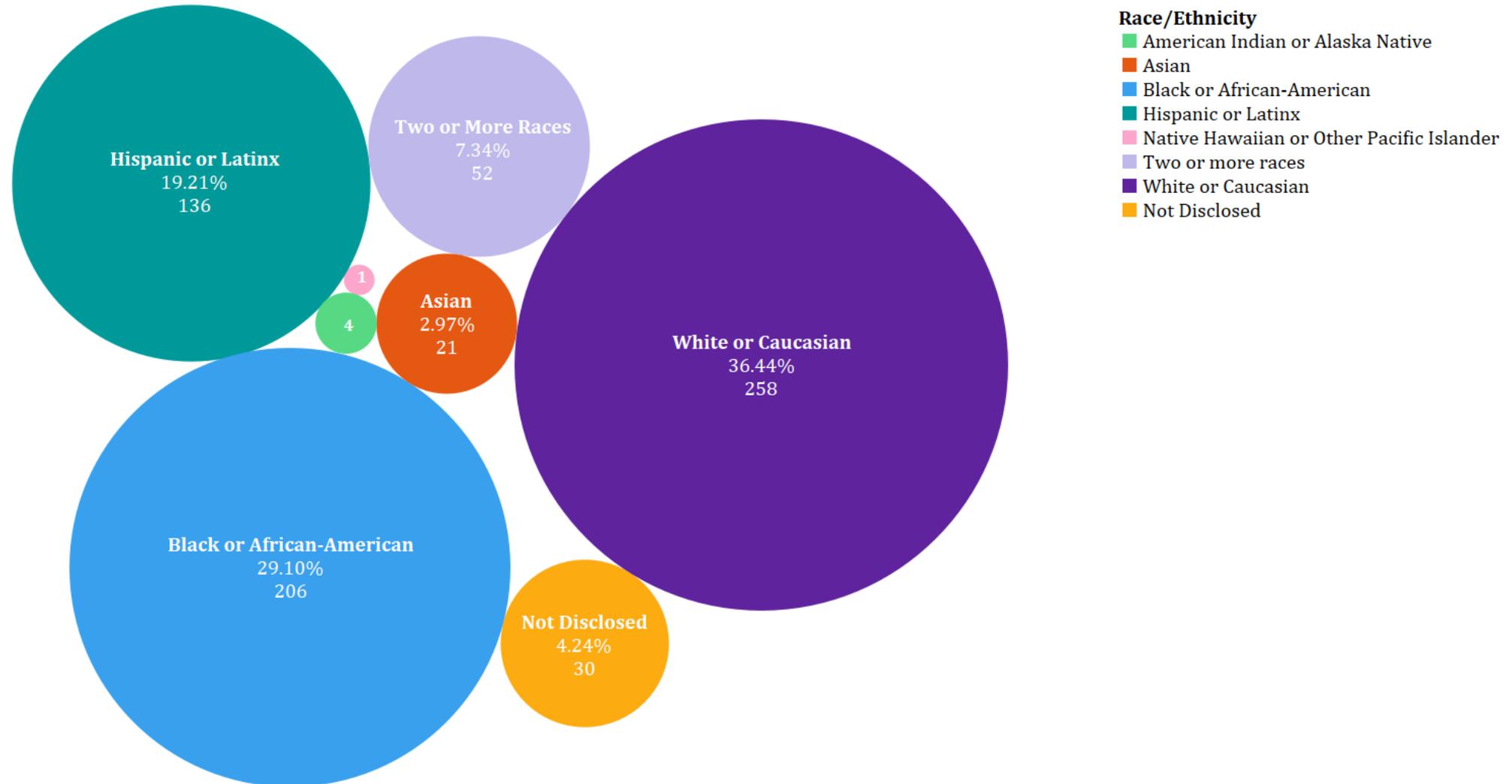
PY23-24 Workforce Overview

Total Reported Workforce Demographics
Submitted by AVs, Designees and Subcontractors in Illinois Shines' Year-End Reports



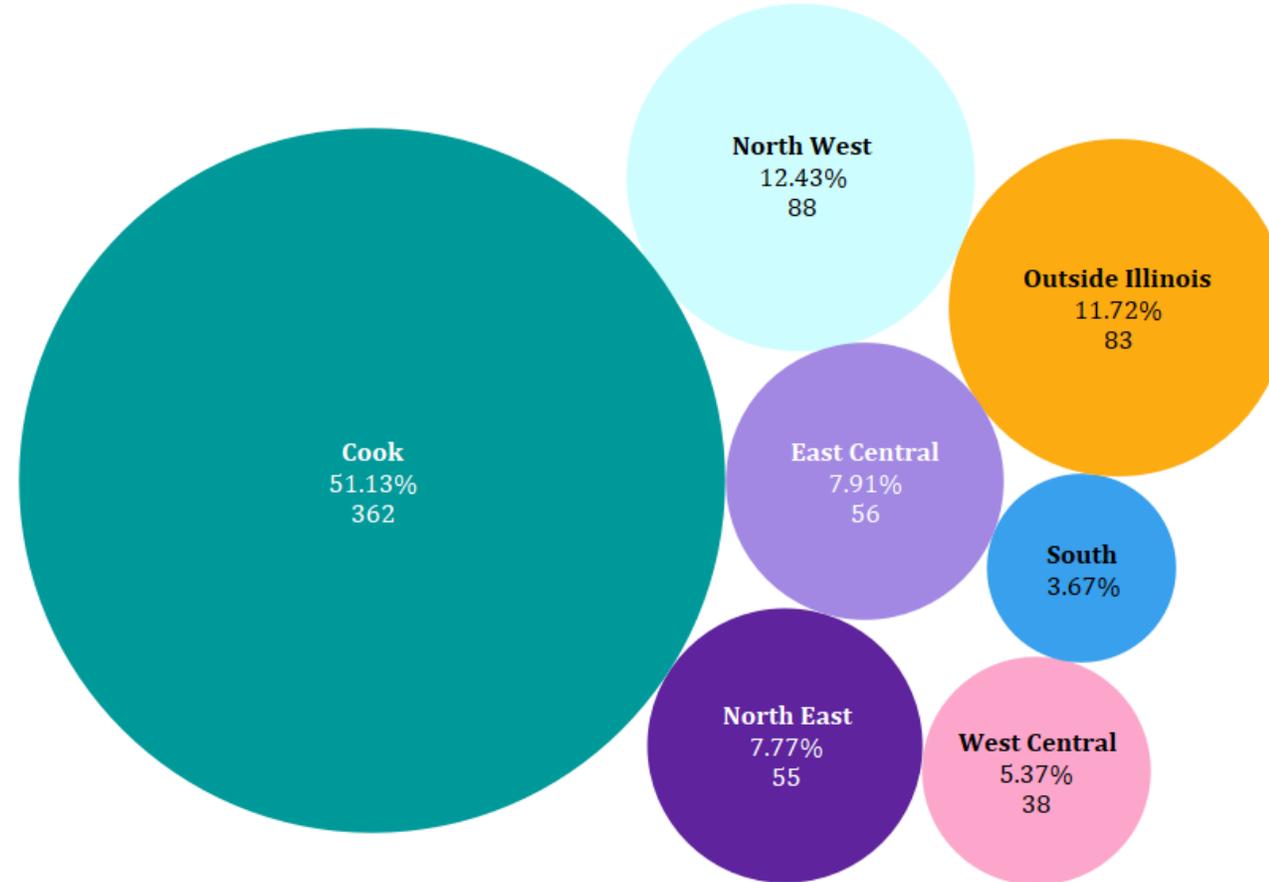
Equity Eligible Persons

**Equity Eligible Persons (EEPs) Registered in the Energy Workforce Equity Portal
by Race/Ethnicity**



Equity Eligible Persons

Equity Eligible Persons (EEPs) Registered in the Energy Workforce Equity Portal
by Zip Code of Residence

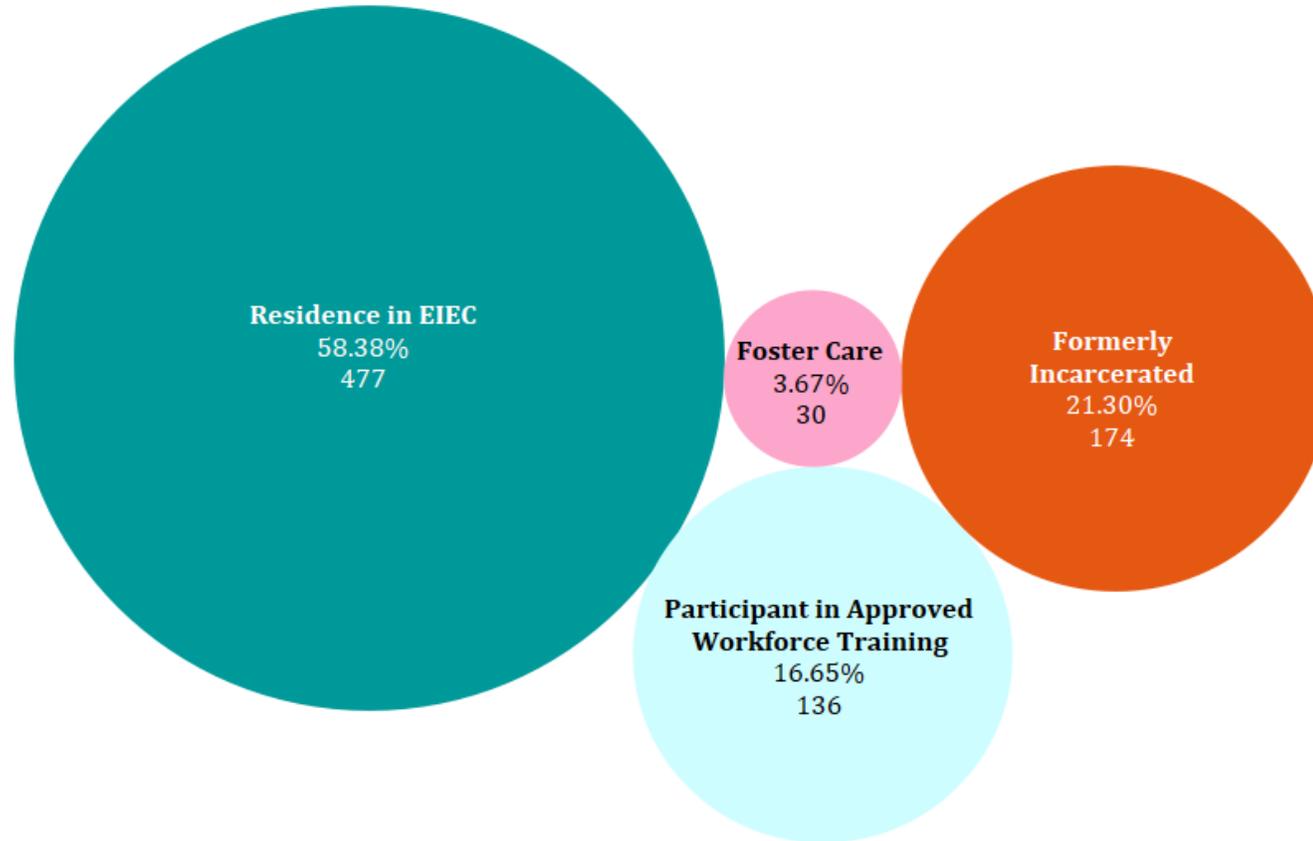


EEP Residence Zip Codes

- | | | | |
|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
|  Cook |  North East |  Outside Illinois |  West Central |
|  East Central |  North West |  South | |

Equity Eligible Persons

Equity Eligible Persons (EEPs) Registered in the Energy Workforce Equity Portal
by Qualification Criteria

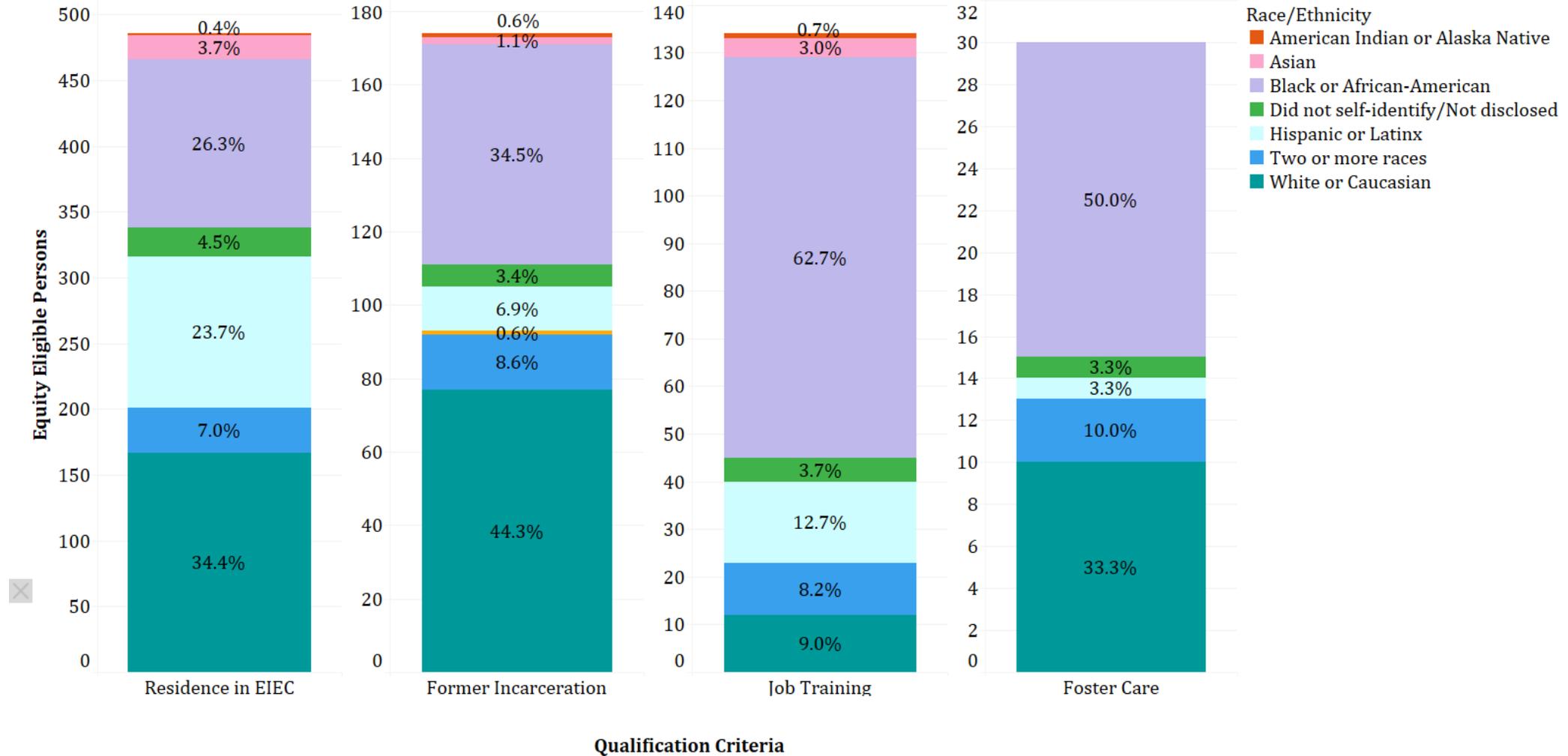


Qualification Criteria

- Formerly or Currently Enrolled in Foster Care
- Formerly Incarcerated
- Graduate, Current, or Former Participant in Eligible Job Training/Workforce Development Program
- Primary Residence is in an Equity Investment Eligible Community (EIEC)

Equity Eligible Persons

**Equity Eligible Persons (EEPs) Registered in the Energy Workforce Equity Portal
by Qualification Criteria with Race Breakdown**

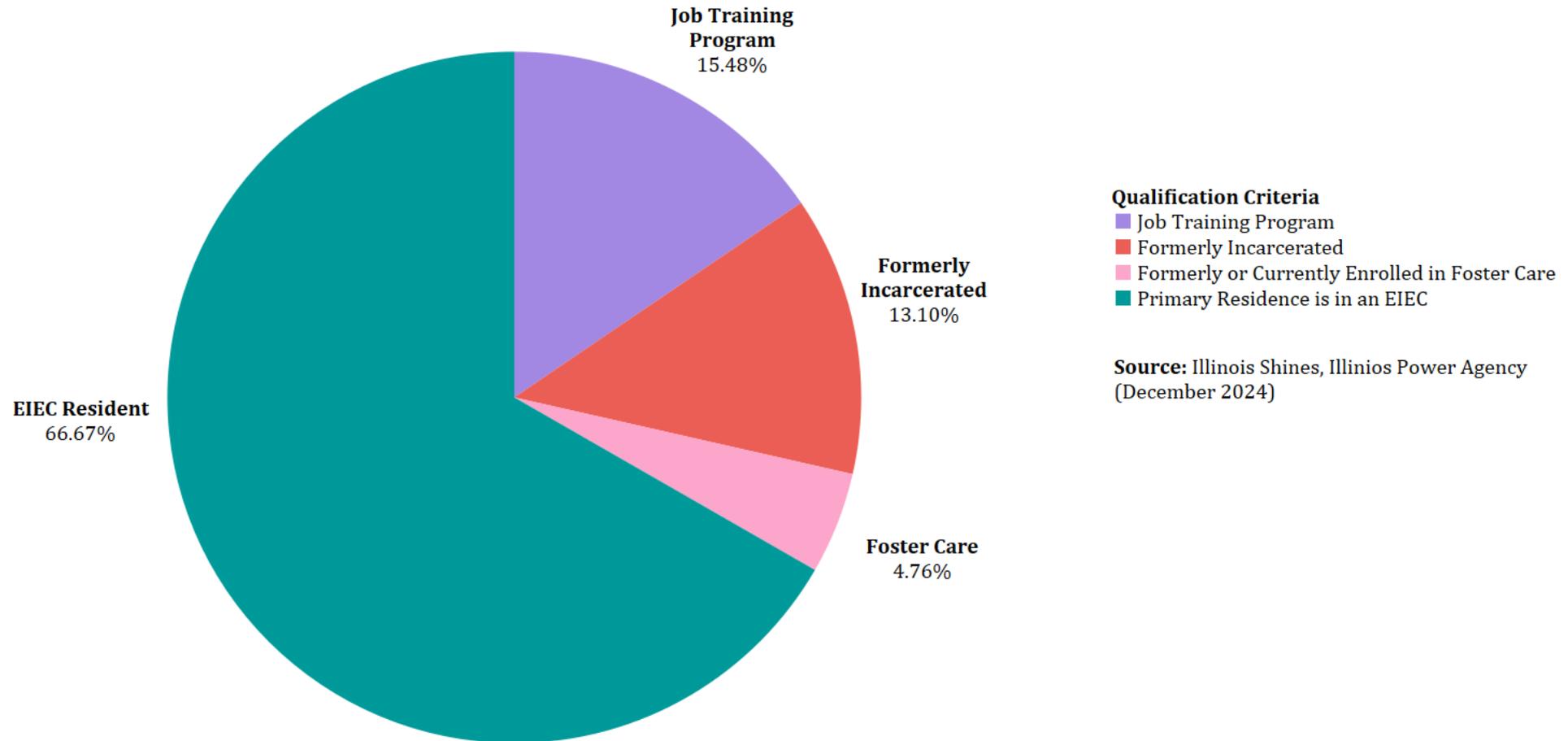


Equity Eligible Contractors

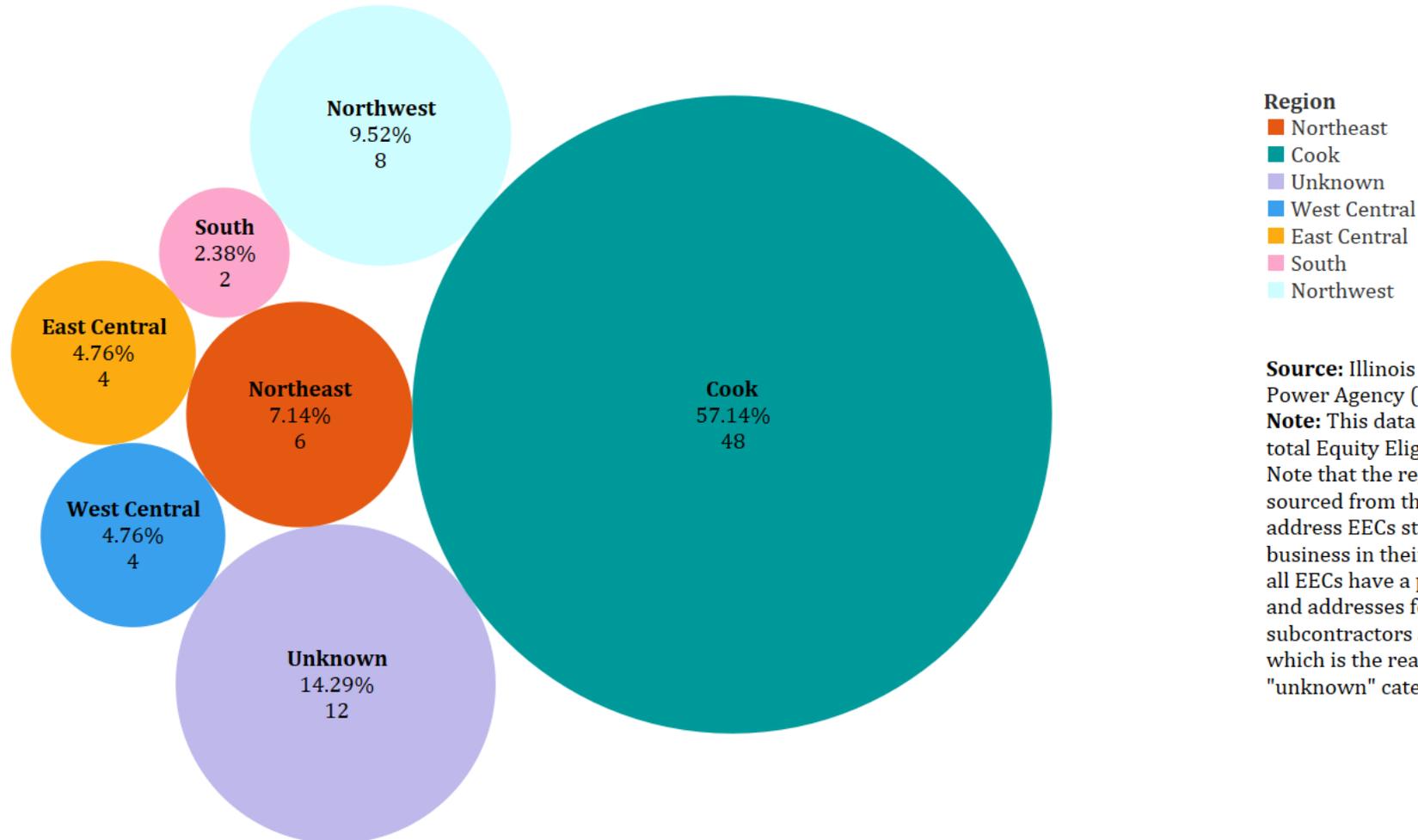
Equity Eligible Contractors (EECs) in the Illinois Shines Program From EEC Applications..

Category	Status/Type	
Application Status	Approved	84
	Abandoned	3
	Denied	10
	Pending	6
EEC Type	Accepted AVs	63
	Accepted Designees	18
	Accepted Subcontractors	11
EECs by Ownership Structure	EEC and Non-EEP Owners	21
	Fully Owned by EEPs	62
	Non-Profit	1
Geographic Breakdown	Cook	48
	East Central	4
	Northeast	6
	Northwest	8
	South	2
	Unknown	12
	West Central	4
Qualification Criteria	Primary Residence is in an EIEC	56
	Formerly Incarcerated	11
	Formerly or Currently Enrolled in Foster Care	4
	Job Training Program	13

Equity Eligible Contractors (EECs) in Illinois Shines
by Qualification Criteria



**Equity Eligible Contractors (EECs) in the Illinois Shines Program
by Regional Location**



Source: Illinois Shines, Illinois Power Agency (December 2024)
Note: This data represents 84 total Equity Eligible Contractors. Note that the regional location is sourced from the physical address EECs stated they conduct business in their applications. Not all EECs have a physical address, and addresses for EEC subcontractors are not collected, which is the reason for the "unknown" category.

The Energy Workforce Equity Portal

Energy Workforce Equity Portal

- **Accessible, online tool that connects clean energy companies participating in Illinois Shines and utility-scale REC procurements with Equity Eligible Persons.**

- **The portal is designed to:**

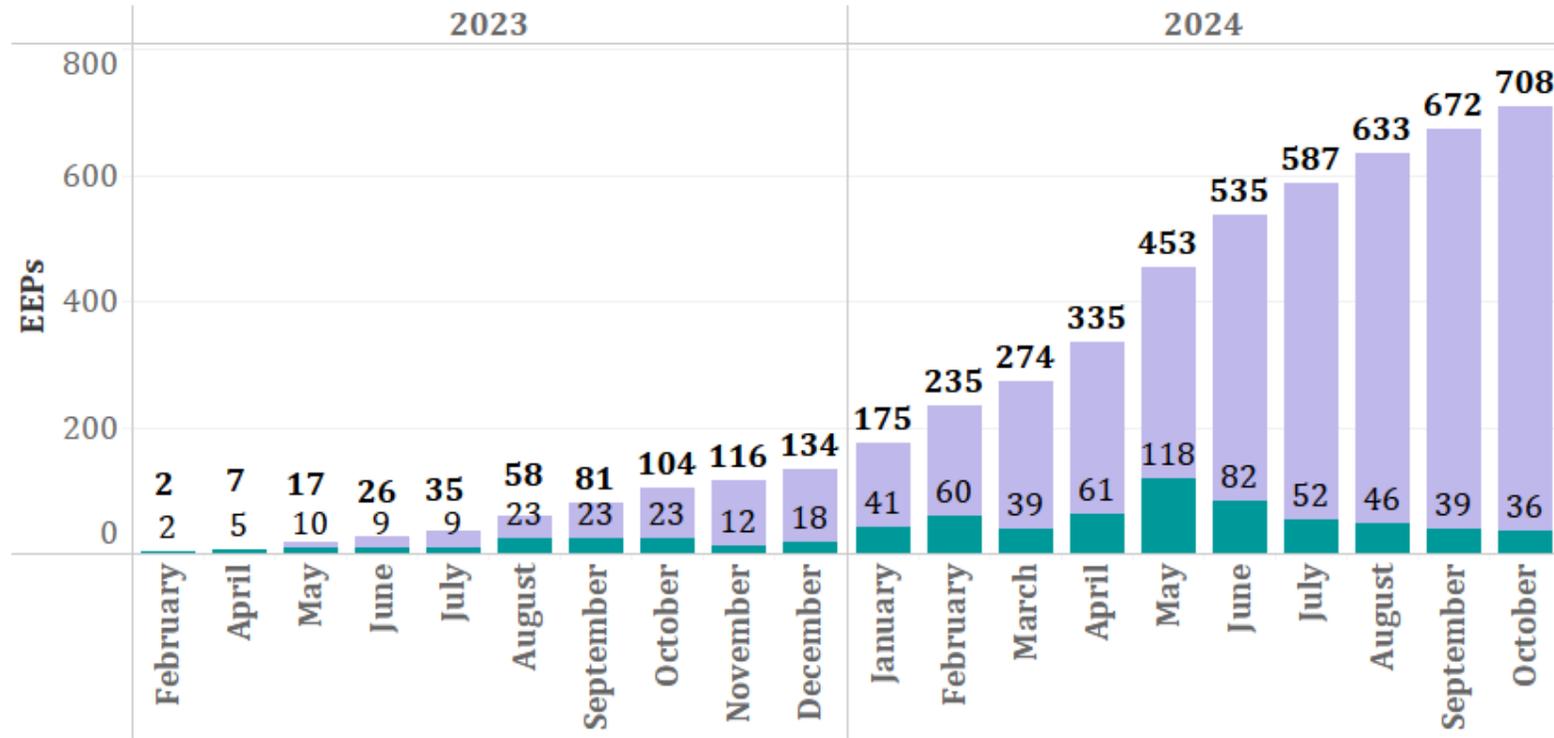
- **Help individuals find out whether they qualify as Equity Eligible Persons and register.**
- **Connect EEPs with prospective employers and find jobs.**
- **Allow clean energy companies to register, post jobs, recruit EEPs and verify EEP status of current employees.**
- **Help Equity Eligible Persons find information on workforce training programs and more.**
- **Provide list of current EECs and qualified job training programs to help employers to meet the MES.**
- **Centralize industry-specific information to help small and emerging businesses navigate the clean energy sector successfully**

EnergyEquity.illinois.gov



Equity Eligible Persons

Equity Eligible Persons (EEPs) in the Energy Workforce Equity Portal
EEPs Approved by Month and Total EEPs Approved



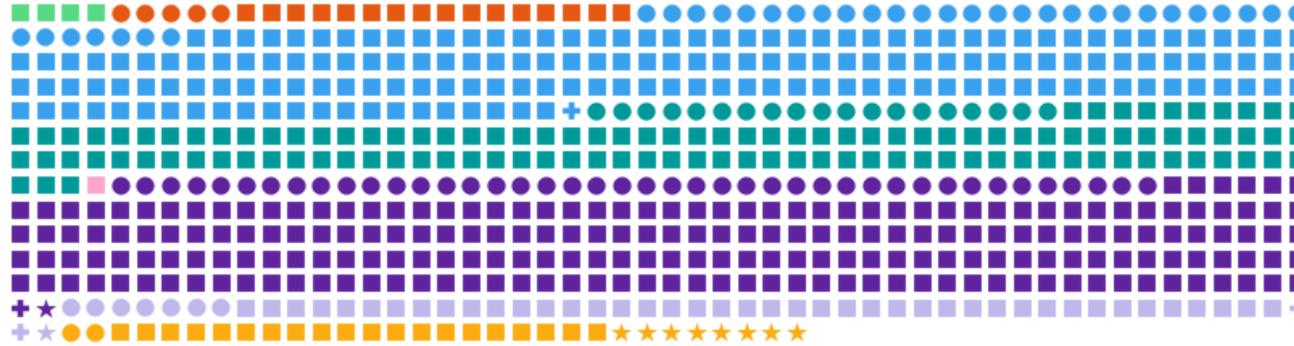
Legend

■ EEPs Approved ■ Total EEPs

Source: Diversity, Equity and Inclusion Bureau, Illinois Power Agency (October 2024)

Equity Eligible Persons

Equity Eligible Persons (EEPs) Registered in the Energy Workforce Equity Portal Gender, Race and/or Ethnicities Reported in Registration



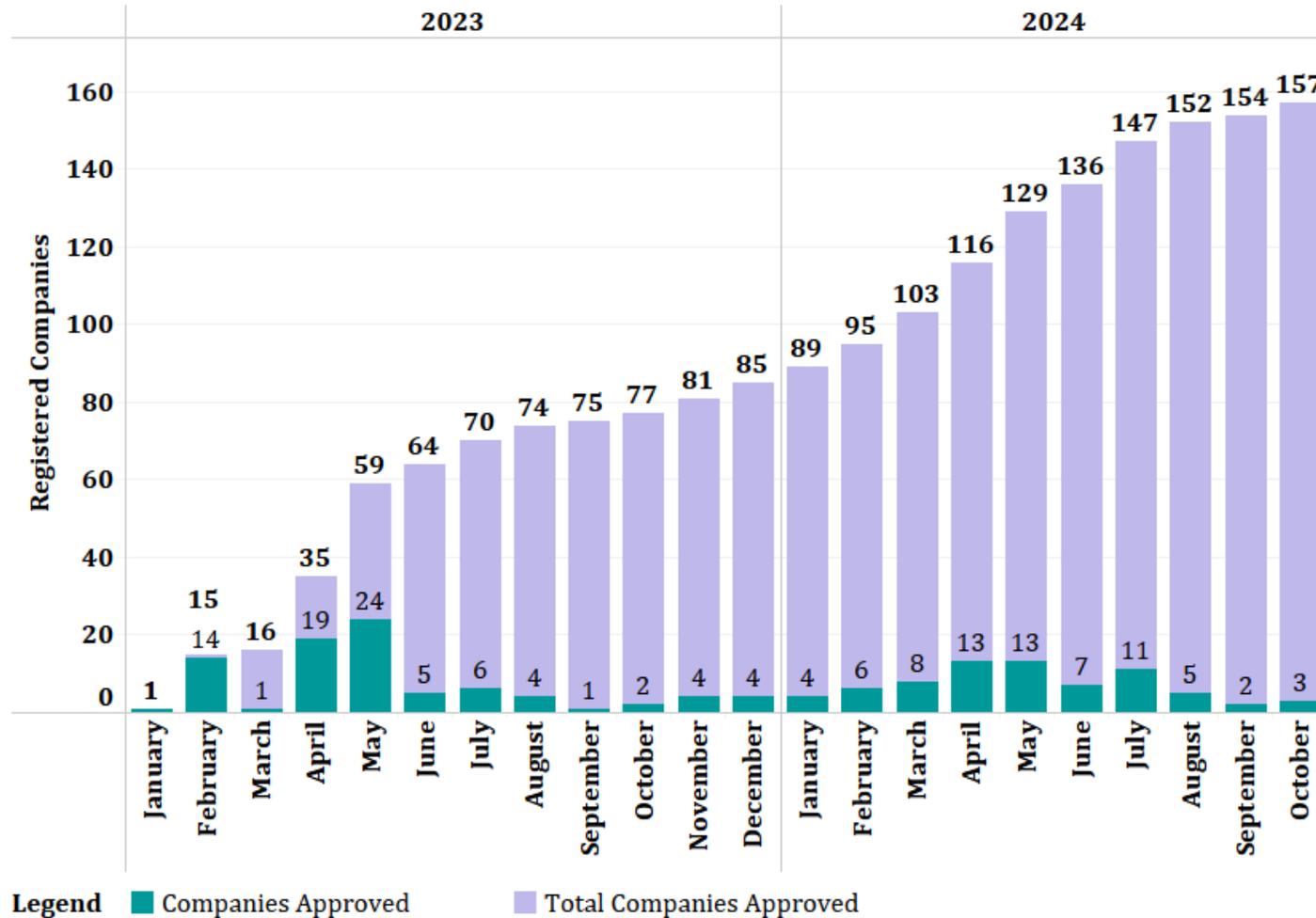
Gender	EEPs	Percentage of Total EEPs
● Female	109 person(s)	15.40%
■ Male	585 person(s)	82.63%
✦ Non-Binary	4 person(s)	0.56%
★ Did not self-identify/Not disclosure	10 person(s)	1.41%

Race and/or Ethnicities	EEPs	Percentage of Total EEPs
■ American Indian or Alaska Native	4 person(s)	0.56%
■ Asian	21 person(s)	2.97%
■ Black or African-American	206 person(s)	29.10%
■ Hispanic or Latinx	136 person(s)	19.21%
■ Native Hawaiian or Other Pacific Islander	1 person(s)	0.14%
■ White or Caucasian	258 person(s)	36.44%
■ Two or more races	52 person(s)	7.34%
■ Did not self-identify/Not disclosed	30 person(s)	4.24%

Source: Diversity, Equity and Inclusion Bureau, Illinois Power Agency (October 2024)

Clean Energy Companies

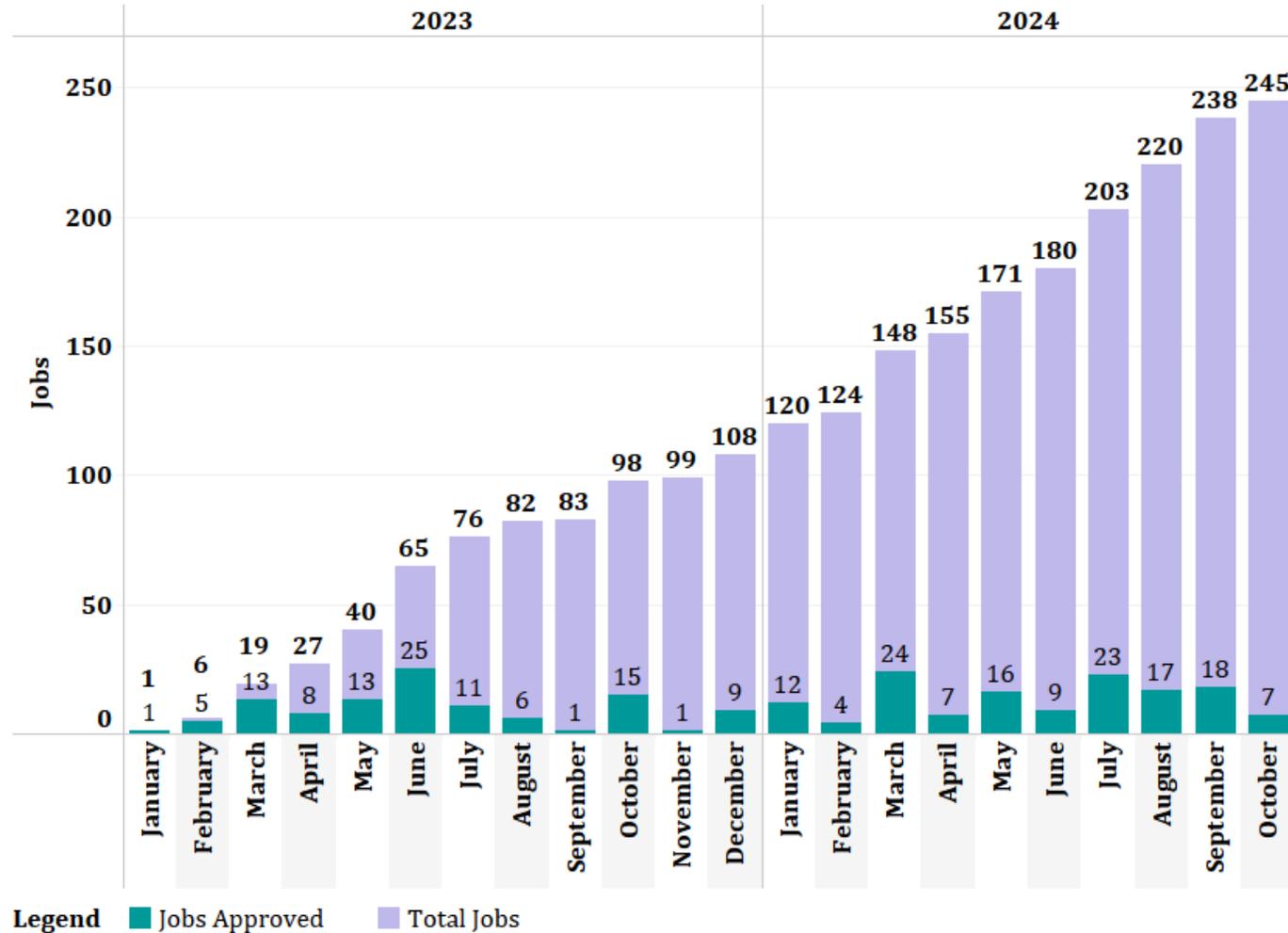
Clean Energy Companies Registered in the Energy Workforce Equity Portal
Companies Approved and Total Companies Approved by Month



Source: Diversity, Equity and Inclusion Bureau, Illinois Power Agency (October 2024)

Clean Energy Job Postings

Clean Energy Jobs Posted in the Energy Workforce Equity Portal
Jobs Approved and Total Jobs Approved by Month



Source: Diversity, Equity and Inclusion Bureau, Illinois Power Agency (October 2024)

Reflections from EAS Assessment

Progress:

- MES and accountability framework established, encouraging stakeholders to prioritize equity
- EEC category supports emerging EECs
- Energy Workforce Equity Portal serves as a resource hub, connecting clean energy companies and job seekers

Challenges:

- Administrative burdens regarding compliance
- Ambiguity of statutory language
- Disparities in program participation across geographic locations

Lessons Learned

- Importance of clarity and consistency in program design and communication
- Critical role of stakeholder engagement and feedback plays in guiding the work
- Need for robust data collection and analysis to evaluate progress and guide decision-making

What's Next?

- **EEC Stakeholder Feedback Process**
- **DEI Advisory Committee**
 - Established to provide a structured platform for stakeholders to engage in dialogue, provide input, and offer feedback on the Agency's equity initiatives.
- **Stakeholder Engagement & Partnership Development**
- **Training & Support Resources**
- **Equity Portal Improvements**
- **Racial Disparity & Availability Study**
 - The Racial Disparity and Availability Study will aim to assess the presence and impact of racial discrimination or disparities on minority businesses and workers in Illinois' clean energy economy.

Illinois Shines Program

Equity Eligible Contractor Program Participation

K.C. Doyle

Strategy Team Lead

Program Administrator





Equity Eligible Contractor Process and Benefits

Equity Eligible Contractors (EECs) Types and Benefits



Benefits:

- Ability to submit projects to a reserved block of capacity for EECs only
- Access to Advance of Capital
- Exemption from the Program's MES requirement
- Contribute to project points



Equity Eligible Contractor Metrics

Program Participation

	Program Year 2024-2025 to date (06/03/2024 – 02/28/2025)	Lifetime Program to date (2019 – 02/28/2025)
Participating Vendors		
Approved Vendors (AVs)*	220 (New this Program Year)	814 (Total Registered Vendors)
Designees	170	736
Equity Eligible Contractor (EEC) AVs*	93	149
EEC Designees	8	23
EEC Subcontractors	13	13

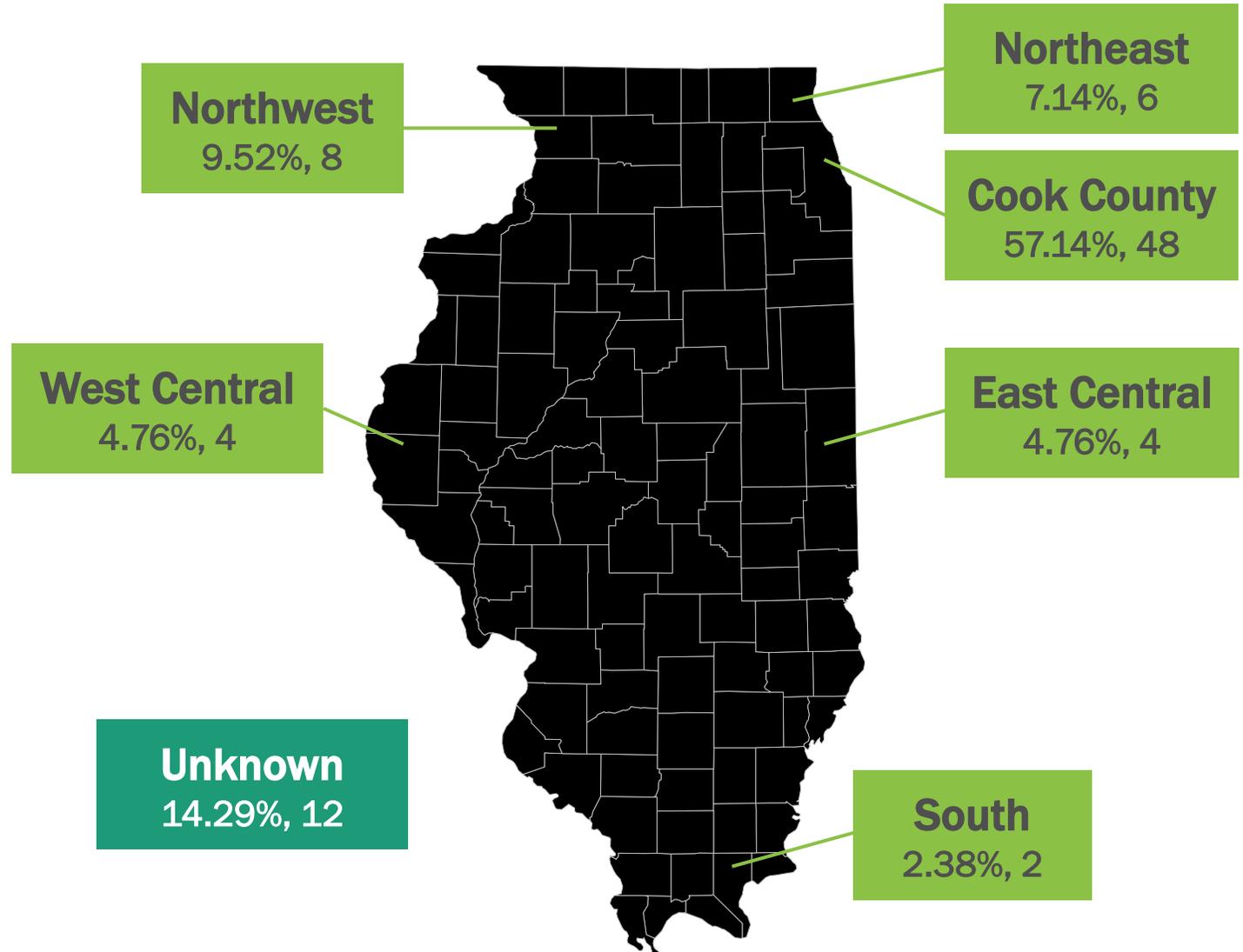
*Totals include Single Project Approved Vendors

Equity Eligible Contractors in the Illinois Shines Program

Source: Illinois Shines, Illinois Power Agency (December 2024)

Note: This data represents 84 total Equity Eligible Contractors.

Note that the regional location is sourced from the physical address EECs stated they conduct business in their applications. Not all EECs have a physical address, and addresses for EEC subcontractors are not collected, which is the reason for the "unknown" category.



Equity Eligible Contractor Block Share by Program Year

Percentages	PY 2021-22	PY 2022-23	PY 2023-24	PY 2024-25	PY 2025-26
Past Percentage of Program Share	10%	24%	21%	-	-
Proposed Percentage of Program Share	-	-	-	20%	20%
Actual Percentage of Program Share Allocated	11%	26%	20%	17%	-
Actual Percentage of Program Share Awarded	0%	31%	29%	22%	-

Source: Illinois Shines, Illinois Power Agency (December 2024)



Equity Eligible Contractor Support

Support for Approved Vendors



Regular virtual check-ins with the EEC Sector Strategist for AVs to:

- Better understand program rules and requirements
- Discuss project applications
- Share feedback on program participation
- Learn about program resources



Program Office Hours



Roundtables



Annual Program Satisfaction Survey



Mentorship Program



Information sharing on equity-focused training and networking opportunities



Resource-rich and continuously updated Program website

Mentorship Program



8-week training

- Online courses
- Weekly calls



Mentoring Topics

- Project application best practices
- Partnering with other AVs
- Project financing



Networking Event

- Certificates of Completion
- Networking with IPA & Approved Vendors



Mentorship Impacts

- *"Meeting with other Developers was invaluable. I learned how my business was positioned in the market and what other steps businesses took to grow. My company is better able to position itself as a knowledge expert on IL Shines., which is one the main keys to its success"*
- *"The mentorship program helped me see there is value to becoming and AV, but also new complexities that require additional staff time/costs that may outweigh the benefits. It was nice to connect with other mentees, mentors, and program staff, which was a really great benefit of the program"*
- *"My knowledge of the Illinois Shines Program has increased and I've made valuable connections"*



Advance of Capital



Advance of Capital Requirements

Eligibility Criteria

- Must be an EEC Approved Vendor in the Illinois Shines program submitting to the EEC Program category.
- Have a REC incentive value of \$1.5 million or less

How the Advance of Capital Works

- EEC Approved Vendor submits a request for advance of capital in the Program portal during Part I application submission.
- Instead of receiving the Solar Renewable Energy Credit ("SREC") incentive after project completion, a portion is provided upfront.
- The remaining incentive payment is adjusted accordingly after project completion.

Benefits for EEC Approved Vendors

- Reduces financial strain by covering a portion of project costs upfront.
- Encourages participation of diverse and small contractors in the solar industry.



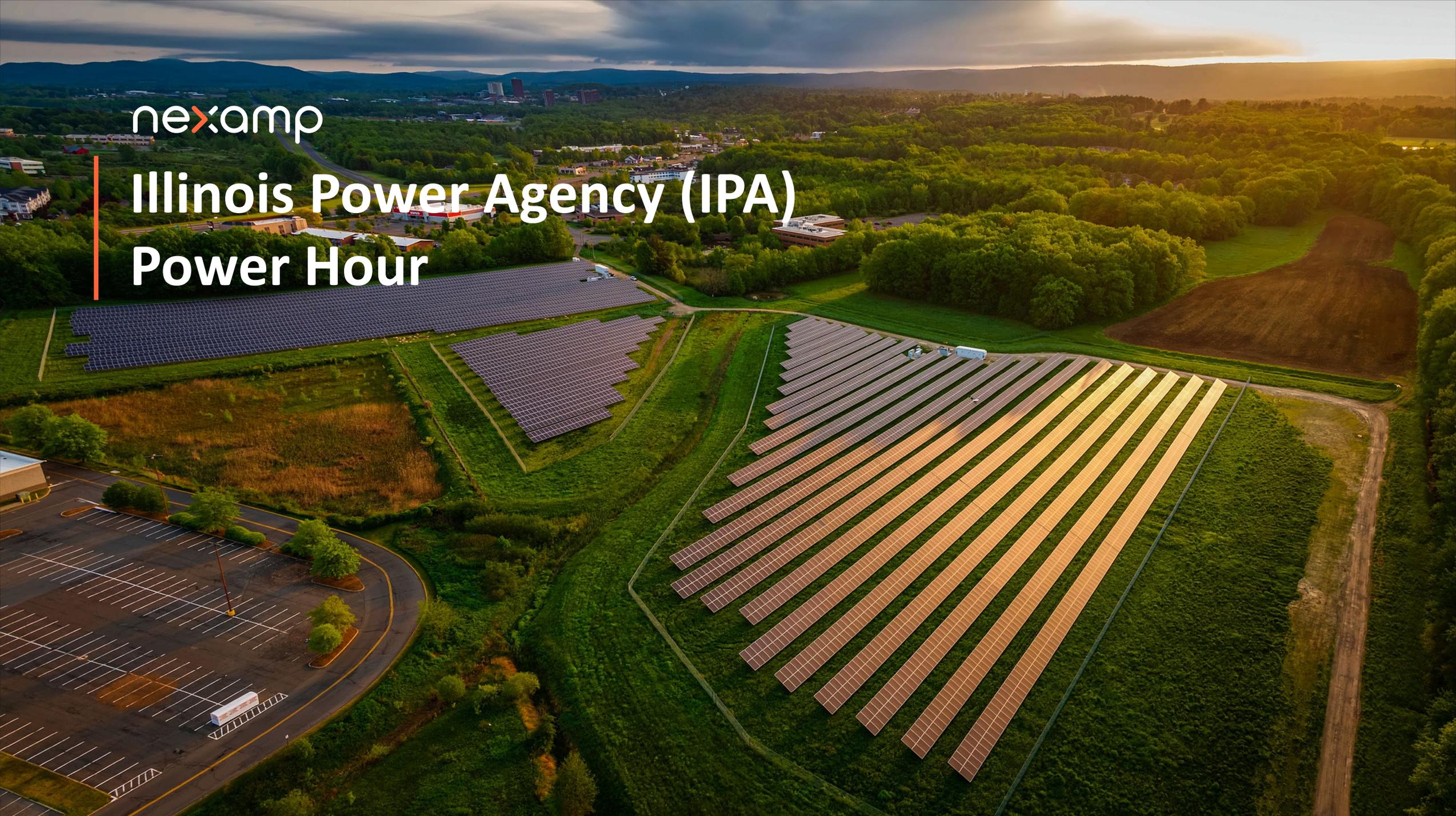
Advance of Capital Metrics

Equity Eligible Contractor Approved Vendors can request an advance on the total Renewable Energy Credit ("REC") incentive value of a project up to 50% of the total REC Contract value for a project.

After evaluation criteria was published in December of 2023, the Illinois Power Agency has received five advance of capital requests.

- Two requests have been awarded
- Three were not approved due to ineligibility, non-responsiveness, or being retracted





nexamp

Illinois Power Agency (IPA)
Power Hour



Marion Jones

VP Workforce Development &
DEI Justice

About Us

Will Thompson and Dan Leary returned from active duty in the Middle East with a plan to alleviate America's dependency on foreign resources.

- Founded Nexamp in 2007
- We provide a range of residential and commercial energy solutions
- Our mission is to ensure equity, accessibility, and transparency through a vertically integrated model



Chicago HQ2



“I couldn’t be prouder to join the Nexamp team as they announced that Chicago will officially serve as their second national headquarters — on top of creating at least 50 new jobs over just the next year or two. Nexamp’s expansion will invest an additional **2 billion dollars in Illinois** through the expansion of existing projects and new projects in the pipeline.”

-J.B. Pritzker, Governor of Illinois



“Our values are the belief that we want to make the environment better and we want to make every community that we’re in better. We will never judge a job applicant or stakeholder without considering the character behind them. **We’re in this for the long haul**, for the underdog. We want to make this vision a reality.”

-Zaid Ashai, Nexamp CEO

This expansion marks a significant milestone as we continue to solidify our commitment to the Midwest and pursuing our vision of an energy future powered by a **diverse, equitable, and skilled workforce.**



Illinois Shines Mentorship Program



NETWORKING

Connects contractors with experienced professionals in the industry. Provides access to new business prospects, collaboration opportunities, and industry insights.



EDUCATIONAL

Nexamp is able to provide contractors with information about our onboarding process and address any questions to help expedite the process.



COLLABORATIVE PARTNERSHIP:

Nexamp benefits from its relationship with subcontractors in the Mentorship Program, fostering valuable collaboration to improve processes and practices.



Mentorship Program Successes



Illinois Energy Workforce Equity Portal:
Not all EEPs are registered in the portal – limited candidate pool. Subcontractors find it challenging to recruit EEPs from the portal who have specialized skills, such as electricians or line workers.



Statewide CEJA Workforce Hubs Needed:
Remote areas throughout Illinois have a shortage of EEPs. Many of the CEJA workforce hubs have yet to be activated in these regions.



Transportation Barrier:
Many EEPs registered in the portal are restricted to Chicagoland opportunities due to transportation limitations.



EEP Needs & Challenges



Launched in March of 2024 through a partnership with Olive-Harvey College and its Supply Chain Management program, and Chicago Urban League's solar energy jobs training program graduates.



Participants attend training at Nexamp's downtown office two days a week for four hours each day, receiving professional development and mentorship from industry leaders while building connections with other fellows.



Fellows participate in a combination of in-office and on-the-job training while learning about various career pathways including solar technology, construction, project management, IT, supply chain, safety, inspection. *Program scaled in April.*



Nexamp | City Colleges of Chicago Fellowship

Nexamp

Workforce Development

For questions or to discuss partnership opportunities email: ileep@nexamp.com

nexamp





Illinois Solar for All

Illinois Solar for All Small & Emerging Business

Jan Gudell, Associate Director of ILSFA
Elevate Energy

IPA Goals for Small & Emerging Businesses

- Section 1-56(b)(2) of the IPA ACT encourages the Agency to “make every effort to ensure that small and emerging businesses, particularly those located in low-income and environmental justice communities, are able to participate in the Illinois Solar for All Program.”
 - Understand small and emerging business barriers to market entry
 - Advance equity in the clean energy space
 - Support small and emerging businesses looking to participate in ILSFA program



Small and Emerging Business Guide



Illinois Solar for All



Illinois Shines

- Consolidates key information
- Summarizes key program requirements
- Policy backdrop for programs
- Program Registration
- Key certification requirements
- Roles for small & emerging businesses in the IL solar market



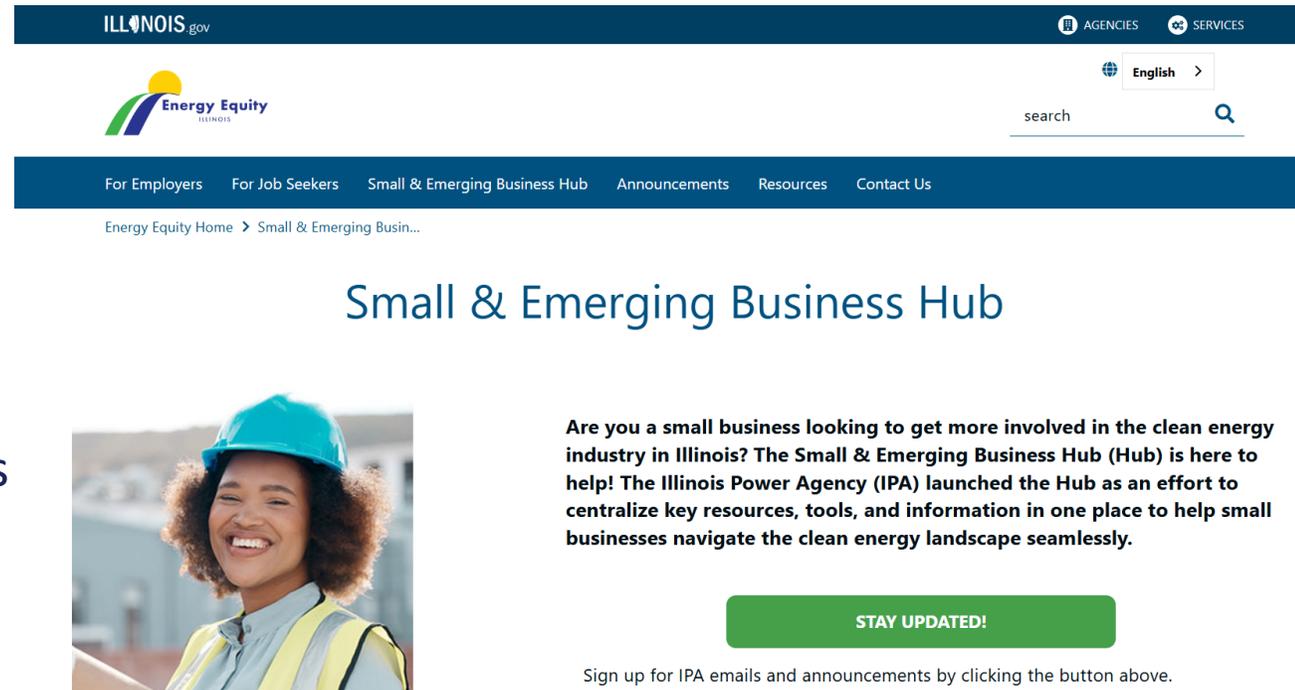
**A Small and Emerging Business's
Guide to Participating with Illinois
Shines and Illinois Solar for All**



ILLINOIS SOLAR FOR ALL

IPA Small & Emerging Business Hub

- Centralizes information useful to small businesses:
 - Illinois Shines
 - Illinois Solar for All
 - Starting and growing a small business
 - Workforce and training programs
 - Financial support, grants and financing
 - <https://energyequity.illinois.gov/small-emerging-business-hub.html>



The screenshot shows the website for the Small & Emerging Business Hub. At the top, there is a dark blue header with the Illinois.gov logo on the left and 'AGENCIES' and 'SERVICES' on the right. Below this is a white navigation bar with the 'Energy Equity ILLINOIS' logo on the left and a search bar on the right. A secondary dark blue navigation bar contains links for 'For Employers', 'For Job Seekers', 'Small & Emerging Business Hub', 'Announcements', 'Resources', and 'Contact Us'. Below the navigation bar, the breadcrumb trail reads 'Energy Equity Home > Small & Emerging Busin...'. The main heading is 'Small & Emerging Business Hub'. To the left of the text is a photograph of a smiling woman wearing a blue hard hat and a yellow safety vest. To the right of the photograph is a text block that reads: 'Are you a small business looking to get more involved in the clean energy industry in Illinois? The Small & Emerging Business Hub (Hub) is here to help! The Illinois Power Agency (IPA) launched the Hub as an effort to centralize key resources, tools, and information in one place to help small businesses navigate the clean energy landscape seamlessly.' Below this text is a green button with the text 'STAY UPDATED!'. At the bottom of the text block, it says 'Sign up for IPA emails and announcements by clicking the button above.'

ILSFA Small and Emerging Business Initiative

- Team formed in fall 2023, programming launched in 2024
- Connecting with state programs and agencies to assist Small and Emerging Businesses
- Team – Jan Gudell, Tonya Johnson at Elevate, and Cando Corp. (subcontractor)
- Addressing needs of small and emerging businesses – knowledge gaps, accessing programs and capital, advancing equity goals, particularly in income-eligible and environmental justice communities.
- Cross program, interagency coordination



Workshops and Programming

The Small and Emerging Business team develops workshops to educate businesses on:

- Illinois Solar for All
- Illinois Shines/EEC
- DCEO Grant Opportunities (Equitable Energy Future Grant and Community Solar Energy Sovereignty Grant Program)
- Govt. certification
- Marketing best practices



Key findings and feedback

- SEB programming and 1:1 support is making the solar market more accessible:
 - Knowledge sharing
 - Opportunity awareness
 - Networking
 - New resources
 - AV registration
 - Subcontracting
 - Grant applications



ILSFA Small and Emerging Business Events 2024-2025

		Host and Partner Organizations
2024	Business Plans and Capability Statements (W)	
	Renewable Energy Contractor Clinic (Chicago)	Chicago Urban League
	Finding Your Niche (W)	
	Government Certifications (W)	
	Marketing Your Business in ILSFA (Chicago)	Univ of Chicago Polsky Center for Entrepreneurship
	Access to Capital (Chicago)	NAACP
	Solar Contractor Clinic Central Illinois (Peoria)	Illinois Central College and Minority Business Development Center
	Solar Energy Contractors Clinic (Peoria)	Illinois Central College and Minority Business Development Center
	Renewable Energy Contractor Clinic (Chicago)	Hire360
	Leveraging Digital Tools for Business Growth	Univ of Chicago Polsky Center for Entrepreneurship
2025	Clean Energy Equity Summit (Springfield)	The Springfield Project

Helpful Resources



[Equity Accountability Assessment, Part I](#)

[Equity Accountability Assessment, Part II](#)

[IPA DEI Advisory Committee](#)

[Illinois Shines Mentorship Program](#)

[Equity Eligible Contractor Hub](#)

[EEC: Utilizing Advance of Capital](#)

[Energy Workforce Equity Portal](#)

[Small & Emerging Business Hub](#)

[Small & Emerging Business Guide](#)

[IPA Power Hour: Creating a Diverse and an Equitable Energy Workforce](#)

[IPA Power Hour: Equitable Solar Workforce Development: Challenges and Opportunities](#)



Q&A

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