



Minimum Equity Standard (MES) Compliance Plan for the Illinois Shines Program

April 14, 2023

This PDF is intended for AVs and Designees to review the complete list of questions asked in the MES Compliance Plan submission form. Please complete the form found here as your official submission: <https://forms.office.com/r/58Z370sEz4>

Beginning in Program Year 2023-2024, at least 10% of the project workforce for each entity participating in the Illinois Shines/Adjustable Block Program must be composed of Equity Eligible Persons. With the exception of Equity Eligible Contractors (EECs), all Approved Vendors (AVs) and Designees participating in the 2023-2024 Adjustable Block Program are required to submit an MES Compliance Plan.

The Equity Accountability System Hub provides helpful resources and tips for MES Compliance Plan submissions: <https://illinoisabp.com/equity-accountability-system/>.

Please note that the MES Compliance Plans, once submitted, will become public records that may be subject to disclosure under the Illinois Freedom of Information Act (5 ILCS 140); as such, if any information within this MES Compliance Plan should be protected from disclosure, please indicate in question #32 of this form what information, if any, in this form is proprietary, privileged, or confidential, and the disclosure of that information would cause competitive harm.

1. Is your company an Approved Vendor, Designee or Both?
2. AV and/or Designee Company Name
3. AV and/or Designee ID #(s)
4. Name of Person/Title Completing Form
5. Email of Person Completing Form
6. During the 2023-2024 program year (June 1, 2023 - May 31, 2024), do you intend submit projects to Illinois Shines, perform construction on a previously Part I approved project, conduct any sales or marketing activity for projects that have been or will be submitted to the program, or maintain a project on a waitlist?
If you answer 'no', you do not need to complete the rest of the form. Choosing "No" to this question will complete your submission.

7. "[AV or Designee Company] affirms its intent to comply with all necessary requirements set forth in Public Act 102-0662 (Climate and Equitable Jobs Act) relating to the Minimum Equity Standard and agrees to comply with certain obligations, including hiring a diverse project workforce and working with Equity Eligible Contractors, where applicable."
8. Please type the name of the individual agreeing to the above attestation.
9. Today's Date
10. Is this an original Compliance Plan submission or a revised Compliance Plan submission?
If you received a score of '1 - Needs Development' on your first submission, please choose 'Revised Plan'.
11. Please select any of the following categories that apply to your business.
 - Minority-owned Business Enterprise (MBE)
 - Woman-owned Business Enterprise (WBE)
 - Disabled-owned Business Enterprise
 - Veteran-owned Business
 - Small Business
 - None
 - Other
12. Please provide a narrative description of how the AV or Designee will ensure that at least 10% of its project workforce are Equity Eligible Persons.
13. Do you work with subcontractors that are not registered as Designees?
Non-Designee subcontractors are those who do not have direct interaction with the client but are part of the project workforce.
14. Projected total number of employees/workers on ABP projects during the 2023-2024 program year (exclude Designee employees/workers).

Please provide an estimate of the number of individuals that belong to the following demographic groups:

15. Male
16. Female
17. Other/Non-Binary
18. White
19. Black or African American
20. American Indian or Alaska Native
21. Asian
22. Native Hawaiian or other Pacific Islander
23. Hispanic or Latino
24. Multiracial

25. Estimated number of Equity Eligible Persons (EEPs) **currently** in project workforce.

The definition of an Equity Eligible Person can be found here:

<https://energyequity.illinois.gov/resources/faq.html#faq-what-is-an-equity-eligible-person-and-what-does-thathave-to-do-with-solar-energy-faq>

26. Number of Equity Eligible Persons your organization **seeks to hire** to meet MES Compliance over the Program year.

27. If known, please select the qualifying EEP category/categories your organization seeks to hire.

- Persons who graduated 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 created in paragraphs (a)(1) and (a)(3) of Section 16-108.21 of the Public Utilities Act.
- Persons who are graduates of or currently enrolled in the foster care system
- Persons who were formerly incarcerated
- Persons whose primary residence is in an equity investment eligible community

28. Do you plan to partner with Equity Eligible Contractor Approved Vendors or Designees for project applications associated with your organization?

29. If yes, please list the name(s) of the EEC AV and/or Designee(s) you plan to partner with.

30. Please list any non-EEC Designees you intend to use within the delivery year.

31. Please describe your communication plan for local outreach to increase the utilization of EEPs and Equity Eligible Contractors (EECs).

The Communication Plan for Outreach might answer questions such as:

Outreach

- *What is the entity's overall plan around outreach?*
- *Which organizations (community colleges, unions, non-profits, etc.) will the entity reach out to and coordinate with?*
- *What are your plans to use social media and other communications for outreach?*
- *Are there townhalls and workshops held to advertise your company need?*
- *What is the entity's plan for following up on its outreach?*
- *What is the timeline for that outreach?*

Messaging

- *What messaging will the entity utilize, including what messaging forum (virtual, in-person, etc.)?*
- *Have you considered language accessibility needs to reach everyone in the community?*

Recruitment

- *Where will you post job openings?*
- *How do you plan to improve your EEP recruitment if your initial EEP recruitment is unsuccessful?*
- *Have you recruited within your own firm for potential candidates?*

Job Training

- *Will you offer job shadowing/mentorship opportunities for position exposure?*

32. Please identify which responses in this form (#1-31) contain proprietary, privileged or confidential information, the disclosure of which would cause competitive harm.