

Guide to the Equity Accountability System & Illinois Shines



Updated March 2025



Illinois Shines and The Climate and Equitable Jobs Act (Public Act 102-0662)

Illinois Shines (legislatively known as the Adjustable Block Program) was established in 2019 to support the development of new photovoltaic distributed generation and community solar projects, to make solar accessible to more people across the state, and to foster job opportunities in the clean energy sector. With the passage of the Climate and Equitable Jobs Act (“CEJA”) in 2021, the Program has greatly expanded these opportunities. CEJA introduced the Equity Accountability System, which provides both opportunities and requirements for entities that participate in the Program, which are further explained in this guide.

Equity Accountability System

CEJA establishes an Equity Accountability System (“EAS”) that prioritizes “access to the clean energy economy for business and workers from communities that have been excluded from economic opportunities in the energy sector, have been subject to disproportionate levels of pollution, and have disproportionately experienced negative public health outcomes.” The EAS includes the Minimum Equity Standard for the Illinois Shines program and establishes the Equity Eligible Contractors category of the Illinois Shines program.

Equity Accountability System

Minimum Equity Standard (“MES”)	Equity Eligible Contractors (“EECs”)	Resources for Participation and Compliance	Diversity Data Collection
<ul style="list-style-type: none"> Minimum Equity Standard Compliance Plan due at the start of each Program Year. Beginning in Program Year 2023-24, project workforce for each participating entity must be comprised of Equity Eligible Persons (“EEPs”) at required levels. For Program Year 2024-25, the MES requirement is 10% EEPs for an entity's total project workforce, and for Program year 2025-26, the required percentage rises to 14%. Future Program Years' minimum percentages will be determined by the IPA, and will continue to increase toward meeting a statewide of average of 30% by 2030. In rare cases, a waiver for non-compliance with MES may be granted. Minimum Equity Standard Report due at the end of each Program Year to ensure compliance. 	<ul style="list-style-type: none"> For Program Year 2024-25, a requirement of at least 10% of Illinois Shines program capacity from projects submitted by certified Equity Eligible Contractors. The Illinois Power Agency Act requires the Agency, over time, to propose to increase the percentage in the Equity Eligible Contractor category to 40% based on factors including the number of equity eligible contractors and capacity used in that category in previous delivery years. Provision of up to 50% advancement of capital for REC Contracts if need is proven. 	<ul style="list-style-type: none"> Job training programs (Through Illinois Department of Commerce and Economic Opportunity). Energy Workforce Equity Portal (IPA’s online source designed to help connect clean energy companies with Equity Eligible Persons looking to work in the clean energy sector in Illinois). 	<p>The collection of diversity data related to project workforce of entities participating in the Program is required by law in order to analyze of the effectiveness of the EAS in increasing participation of Equity Eligible Persons and Equity Eligible Contractors.</p> <ul style="list-style-type: none"> Data is collected in an Annual Report. Data is collected in Part II applications on a project-by-project basis. <p>This data collection will serve the EAS assessment and racial disparity study (to be conducted one year after EAS is implemented) to assess barriers.</p>

The Equity Accountability System is designed to increase equity and transform the Illinois energy sector. Together, through EAS participation and compliance, the IPA and Illinois Shines stakeholders can help achieve Illinois’ goals for a clean and equitable future, and ensure that opportunities and benefits are shared. Learn more by viewing the [Long-Term Plan](#).

Minimum Equity Standard

Beginning in Program Year 2023-24, project workforce for each participating entity must be comprised of Equity Eligible Persons ("EEPs") at required levels, with this required percentage increasing to 30% by 2030. Definitions of Equity Eligible Persons, the minimum workforce percentages, and key steps and dates for compliance, are provided in this guide and at the Program website. Future Program Years' percentages will be determined by the IPA through updates to the Long-Term Renewable Resources Procurement Plan ("Plan").

Who are Equity Eligible Persons?

Equity Eligible Persons are:

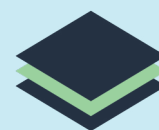
1. Graduates of, or current or former participants in the Clean Jobs Workforce Network Program, Clean Energy Contractor Incubator Program, Illinois Climate Works Preapprentice Program, Returning Residents Clean Jobs Training Program, or the Clean Energy Primes Contractor Accelerator Program, and the Solar Pipeline Training Program and Multi-Cultural Job Training Program
2. People who are graduates of or currently enrolled in the foster care system
3. People who were formerly incarcerated
4. People whose primary residence is in an [Equity Investment Eligible Community](#)

An Equity Eligible Person may meet more than one of the above criteria, but for the purposes of workforce calculations under the EAS in compliance with the MES, an EEP that qualifies under more than one criteria will only be counted once.

What are the MES's baseline workforce requirements?

For the 2024-25 Program Year, at least 10% of the project workforce for each participating entity must be comprised of EEPs. The MES will increase to 14% for the 2025-26 Program Year and will continue to rise. By 2030, Equity Eligible Persons must comprise at least 30% of the project workforce for each entity participating in the Illinois Shines program.

CEJA also establishes several monitoring, reporting, and facilitation requirements to ensure the diversity and equity framework is successful. You can read more about these requirements, and initiatives of the Agency including support of the Equity Workforce Database, in Section 10 of the Plan.



[Click here to view the Plan](#)



Where can you meet, engage, and recruit Equity Eligible Persons?

Approved Vendors and Designees are responsible for meeting, engaging, and recruiting Equity Eligible Persons to comply with the Minimum Equity Standard. Recruitment resources include the [Illinois Department of Commerce and Economic Opportunity workforce hubs](#), local educational and job training workshops, job fairs, trade schools, community colleges, and more. Equity Eligible Persons seeking employment are encouraged to register in the [Energy Workforce Equity Portal](#), and employers are encouraged to post jobs there.

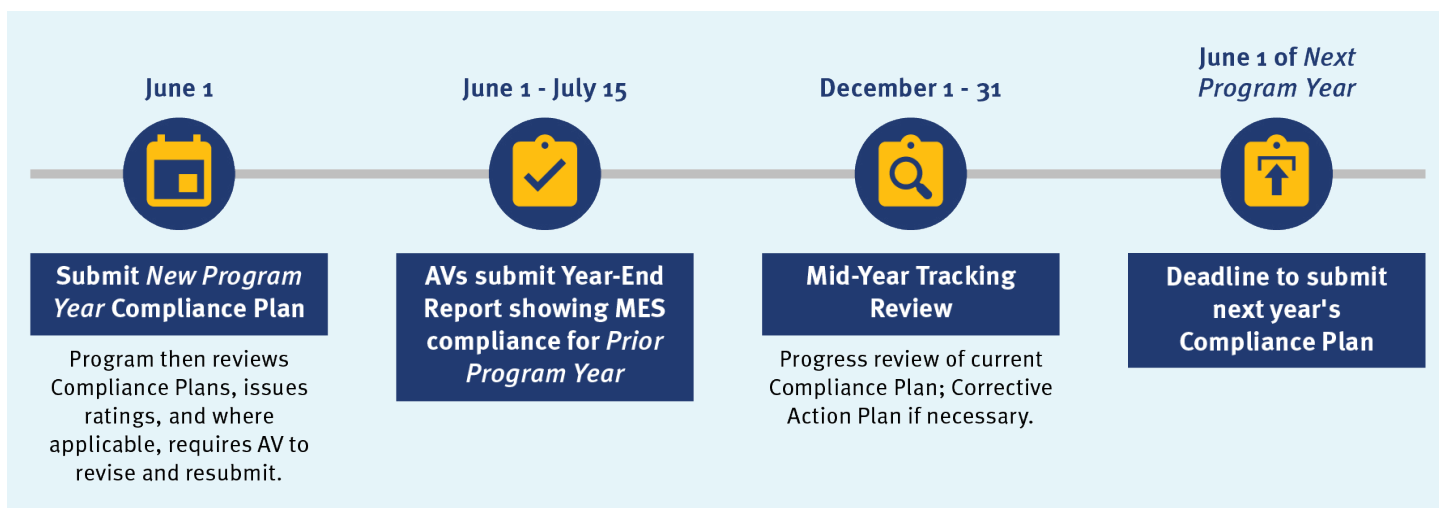
Further details on EEP criteria and ways to engage EEPs are provided on the Energy Workforce Equity Portal, developed by the IPA. Visit energyequity.illinois.gov to learn more.

How do I comply with the Minimum Equity Standards?

Compliance with the MES involves several key actions and dates.

1. Step one is to submit a Compliance Plan outlining an entity's intent to comply with MES requirements for that Program Year. Compliance Plans are a tool for entities to plan and track their progress towards MES requirements, and help the Program ensure all entities plan to be in compliance with the MES by the close of the Program Year.
 - a. The Agency will review Compliance Plans, note gaps in plans, and require entities to revise where necessary.
 - b. In limited cases, an MES waiver may be granted, including unique waivers for union and non-union labor. Information about waivers and the Waiver Request Form can be found at the Program's [EAS page](#).
2. Step two is to submit a Mid-Year Report in December that demonstrates progress towards the commitments laid out in the Compliance Plan and, if necessary, a [Corrective Action Plan](#). Corrective Action Plans are needed in cases where an entity is not on track to meet the MES percentage requirements by the end of the Program Year.
3. Step three is to submit an MES Year-End Report to demonstrate accomplishments toward meeting the MES percentage requirements. The Minimum Equity Standard continues each Program Year, so Program participants will need to repeat and comply with this process each Program Year.
 - a. Failure to comply with MES requirements by the close of the Program Year may result in disciplinary action and jeopardize an entity's ability to operate in the Program.

The key actions and dates are illustrated here:



Further details including specific Program Year dates, sample MES Compliance Plans, Compliance Plan reviews and scoring, information about requesting waivers from MES compliance, Corrective Action Plans, frequently asked questions, webinars, and more can be found at the Program's [Equity Accountability System page](#).

Equity Eligible Contractor Category

Illinois Shines includes six project categories, and through CEJA, established the Equity Eligible Contractors (EEC) category. At least 10% of Illinois Shines capacity is reserved for projects submitted by EEC-certified applicants, who may also request an advance of capital for projects, and other support. Qualifying Approved Vendors (AVs) and Designees may register for EEC certification. Businesses that qualify as an EEC and seek to participate in the Program but do not wish to act as an AV, do not yet have a relationship with an AV, and/or do not have a customer-facing role for projects submitted to the Program may register as an EEC Subcontractor. More information about EECs, including eligibility criteria, applying for certification, and available support, is provided in this guide and at the [Program website](#).

Who are Equity Eligible Contractors ("EECs")?

EEC certification occurs at the ownership/partner/proprietor level of a company (or board level in the case of non-profit organizations). This means that the majority of ownership of a company must qualify as an EEP under at least one of the qualifications listed below:

1. People who graduated from or are current or former participants in the Clean Jobs Workforce Network Program, Clean Energy Contractor Incubator Program, Illinois Climate Works Preapprentice Program, Returning Residents Clean Jobs Training Program, or the Clean Energy Primes Contractor Accelerator Program, and the Solar Pipeline Training Program and Multi-Cultural Job Training Program
2. People who are graduates of or currently enrolled in the foster care system
3. People who were formerly incarcerated
4. People whose primary residence is in an [Equity Investment Eligible Community](#)

How does an Approved Vendor or Designee apply for EEC certification?

An Approved Vendor can qualify for an EEC certification if the business majority owners or governors, partners, or proprietors (or in the case of a non-profit, one or more board members) have status under at least one of the four categories of EEC eligibility criteria. [The Program website](#) includes more information about applying for EEC certification, including an application link and a copy of the required EEC attestation that the application includes. The key value of getting certified as an EEC and participating in the EEC category is the opportunity for the advance of capital to overcome financing barriers, which is explained further below.

Can Designees become EEC-certified?

Yes, Designees may become EEC-certified and the Program encourages this. EEC Designees may work with either EEC-certified or non-EEC certified Approved Vendors, or become an EEC-certified Approved Vendor themselves, but only projects submitted by EEC-certified Approved Vendors are eligible for the EEC block (as Designees are not permitted to submit applications to any Program category).



At least 10%
of Program project
capacity for EECs



160 MW
for Program Year
2024-2025



**Advances of
Capital to the lesser
of \$750,000 or 50%
of the REC contract
value per project.**

How much Program capacity is available to EECs?

For the Program Year 2024-25, EEC block capacity is 160 megawatts ("MW"). Though at least 10% of the Illinois Shines program-wide capacity each year is reserved for projects submitted by EECs, EEC-certified Approved Vendors are NOT limited to submitting projects to the EEC block and can submit project applications within any of the six project categories.

What other support is available to EECs to develop projects?

EECs may also be eligible to receive an advance of capital to the lesser of \$750,000 or 50% of the REC Contract value per project to overcome financial barriers. EECs who request this advance of capital and can demonstrate need may receive a capital advance that is disbursed after the contract execution but before the contracted project's energization/Part II application verification. The amount or percentage of capital advanced should be sufficient to cover any increase in development costs resulting from prevailing wage requirements or project-labor agreements, and also designed to overcome barriers in access to capital faced by Equity Eligible Contractors.



The Illinois Power Agency is proud to support the Climate and Equitable Job Act's Equity Accountability System, and together with its Program Administrator and stakeholders, build a clean, equitable future for Illinois!

For further information about the Equity Accountability System, including details, resources, webinars, samples, and more, please visit www.IllinoisShines.com.



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