



Illinois Shines

Building Our Solar Future

Minimum Equity Standard (MES)

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Minimum Equity Standard

These dates are for the 2023-24 Program Year, but future Program Years will likely have similar dates

June 1, 2023	Deadline for AV Submission of 2023 Compliance Plan
Dec 31, 2023	Mid-Year Reports Due
June 1, 2024	Deadline for AV Submission of next year's Compliance Plan
July 24, 2024	End of Year Report for PY 2023-24 Due, showing compliance

Minimum Equity Standard (MES): 10% of the AV or Designee's project workforce (the number of staff working on Illinois Shines projects) must be Equity Eligible Persons (EEPs) with this percentage incrementally escalating to 30% by 2030.

To ensure AVs and Designees comply with the MES, annual Compliance Plans, Mid-Year Reports, and End of Year Reports are required from all participating entities. MES Compliance Plans must provide a statement of intent to comply with the MES, current workforce demographic information, and outreach plan used for hiring Equity Eligible Persons, among other criteria. End of Year Reports will be an opportunity for AVs/Designees to prove to the Program Administrator that they met the requirement and have achieved 10% of their project workforce being Equity Eligible Persons.

MES Compliance Plan Requirements

MES Compliance Plans must include:

1. A statement of intent to comply for the given Program Year and hire a diverse project workforce, with a narrative description of how the applicant will meet these commitments.
2. Projected number of workers and the demographic breakdown by race, gender, and participation in job training or workforce development programs, or other means of compliance with the standard for Equity Eligible Persons.
3. Plans for the use of Equity Eligible Contractors, if applicable.
4. Applicant classification (i.e., Minority-owned, Woman-owned, Disabled-owned, Veteran-owned, Small Business, etc.), if applicable.
5. Communication plan for local outreach to increase the utilization of Equity Eligible Persons and Equity Eligible Contractors.

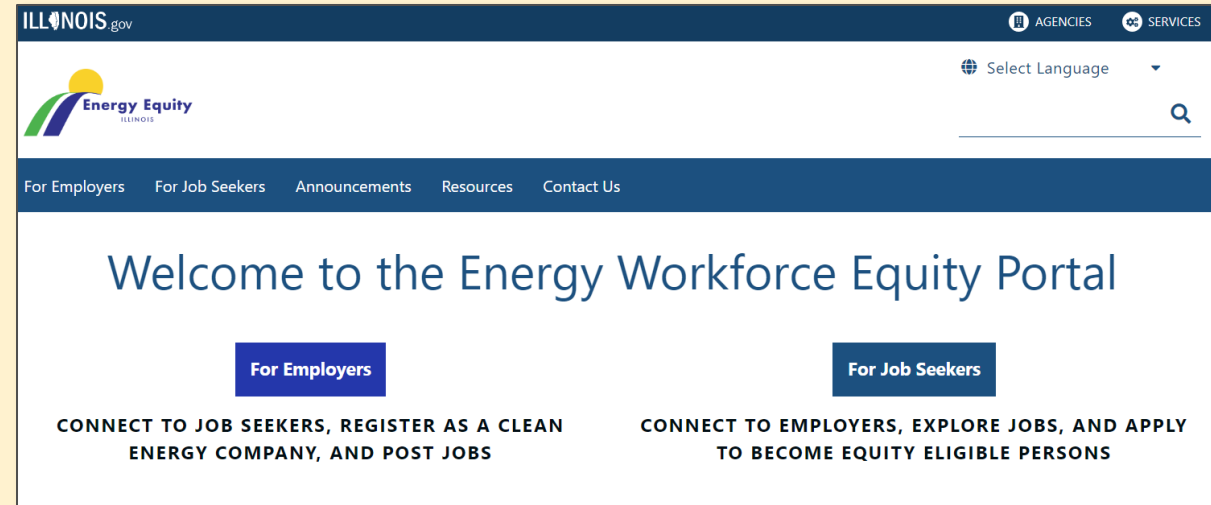
Energy Workforce Equity Portal

<https://energyequity.illinois.gov/>

Managed by the IPA and designed to help connect clean energy companies with Equity Eligible Persons (EEP) looking to work in the clean energy sector in Illinois

The Energy Workforce Equity Portal can be used in two ways:

- **For Employers:**
 - For hiring EEPs to meet the MES
 - Post job opportunities accessible to EEPs
- **For Job Seekers:**
 - For applying to jobs as an EEP
 - Register as an EEP and apply to jobs with AVs



Thank you for watching!

For questions or assistance:

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