



# Illinois Shines 2024-25 Mentorship Program Final Report

*June 3, 2025*

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# Executive Summary

The goal of the Illinois Shines Mentorship Program is to support Approved Vendors (AVs) and Designees in successfully participating in the Illinois Shines Program, and to facilitate opportunities to network with other market stakeholders. In Program Year 2023-24, a Mentorship Pilot was implemented and well-received by participating mentees. Following the success of the Mentorship Pilot, the Program Administrator implemented an annual Mentorship Program in Program Year 2024-25. This program was also well received by participants; therefore, the Program Administrator recommends a program expansion of two trainings per year as described below.

The 2024-25 Mentorship Program provided an 8-week virtual training series, held between January 16 and March 3, 2025, for a cohort of 20 participants, or “mentees”. The mentee cohort consisted of 15 AVs and five Designees and included 12 Equity Eligible Contractors (EECs), 12 small businesses, five minority-owned businesses, four women-owned businesses, and one disabled-owned business. This 20-mentee cohort was a 40% increase in size from the 12-mentee cohort in the Mentorship Pilot.

The following enhancements for the annual Mentorship Program were implemented:



**Experienced AVs and Designees participate as “mentors”** to share insights with mentees during the virtual training series, in facilitated mentor panels and breakout rooms, and are available to mentees for additional consultation outside the virtual training series. Eleven mentors, consisting of nine AVs and two Designees, participated in the 2025 Mentorship Program.



**Virtual courses**, covering topics including Program overview and requirements, application submission processes and procedures, marketing best practices, consumer protection, and Program resources, are assigned to mentees for completion prior to each virtual training. Twenty-eight courses, with over four hours of recorded content, were created for the 2025 Mentorship Program and have been published as standalone recordings on the [Mentorship Program page](#).



**Syllabi**, which include topical references to relevant Program resources and chapters of the Program Guidebook and Long-Term Renewable Resources Procurement Plan, are made available to mentees for review prior to each virtual training. Seven syllabi, with 107 resource citations, were created for the 2025 Mentorship Program.



**An in-person Mentorship Program Graduation and Networking event** was held at the end of the virtual training series served as a graduation ceremony for mentees and an opportunity to network with mentors and staff from the Illinois Shines and Illinois Solar for All (ILSFA) Program Administrators, and the Illinois Power Agency (IPA). The event was held on March 10, 2025, at the Chicago Urban League headquarters in Chicago. Attendees included 34 mentees, mentors, ILSFA contractors, Program Administrator staff and IPA staff. IPA Director Brian Granahan provided opening remarks and presented Certificates of Completion to mentees.

The Program Administrator received positive feedback from the mentees throughout the 2025 Mentorship Program. Mentees expressed gratitude to the Illinois Power Agency and Program Administrator for facilitating this educational program, for the virtual and in-person networking opportunities, and for the mentors’ participation and willingness to share industry insights.

With the successful implementation of the 2025 Mentorship Program and in response to continued high interest from the market, the Program Administrator recommends an expansion of the Mentorship Program beginning in PY 2025-26. This expansion would allow up to 40 AVs and Designees to participate between two annual cohorts, with continued recruitment prioritization of EECs and diverse small business enterprises.

# Mentorship Overview

## Establishing the 2025 Mentorship Program

The Mentorship Program was developed and enhanced in accordance with the 2022 Long-Term Renewable Resources Procurement Plan which states:

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The Agency is proposing to expand the Program Administrator's role by establishing a mentorship/training program for new Approved Vendors and Designees that are minority-owned, woman-owned, veteran-owned, disability-owned or considered a small business with the goal to help those new program participants learn about program requirements and application procedures. This mentorship and training program will also be available to all Equity Eligible Contractors participating in the Program. The Program Administrator will assign a dedicated staff person to each new Approved Vendor or Designee who qualifies for this mentorship/training program to provide them technical assistance and provide introductions and connections to established entities (p.156)

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Development and implementation of the 2025 Mentorship Program was divided into four phases:

- **Phase I** – July and August 2024: development of the program plan
- **Phase II** – September through November 2024: program development, including virtual courses and virtual training curriculum
- **Phase III** – December 2024 through March 2025: program implementation and facilitation of the virtual training series
- **Phase IV** – April through May 2025: program reporting and recommendations for PY 2025-2026

In addition to this timeline, other plan components included developing an outline of the program structure; the definition and expectations of the mentor role; staffing needs; and a curriculum outline.

## Implementation

Implementation of the Mentorship Program included the following key elements:

### *Registration*

The Mentorship Program registration period was open from November 4 to December 6, 2024, for AVs and Designees interested in participating as either mentees or mentors.

The mentee registration form solicited from registrants their AV or Designee ID number and their interest in learning about different solar industry and Program topics. A mentee vetting process was conducted to confirm the registrants' participation in the Program as either an AV or Designee. Twenty eligible mentees were chosen on a first-come, first-served basis. Following mentee selection, a waitlist of 17 registrants was created with two registrants having already participated in the Mentorship Pilot Program.

The mentor application solicited information from applicants on their experience in other solar incentive programs, community outreach, interfacing with consumers, and business-to-business transactions, and their preference for participating on different mentor panels. A thorough vetting process that considered the applicant's project submission history, consumer protection compliance, and application answers, was conducted to determine their qualification to participate as a mentor. Eligible mentors were assigned to one to two virtual trainings including breakout sessions.

The Program Administrator received 37 mentee registration applications and 12 mentor applications. Twenty mentees were accepted, with 17 registrants waitlisted. Eleven mentor applications were received, and ten mentors were accepted, with one applicant denied due to insufficient application answers.

## Virtual Trainings

The core component of the Mentorship Program is the eight-week virtual training series. The training featured Learning Management System (LMS) courses (which were adapted from the pilot presentations), weekly virtual calls and one-on-one meetings with the EEC sector strategist. The LMS courses were assigned to mentees and were to be completed prior to each weekly virtual training. This framework allowed additional mentor-mentee engagement during the weekly trainings, a consistent recommendation from the pilot mentee cohort. The following features were included on the weekly virtual trainings:

- **Icebreaker:** Opportunities for mentees and mentors to respond to topical questions related to their experience in the solar industry using the Zoom chat feature
- **Mentor Panel:** Panel discussions between mentors on various solar industry and Program topics facilitated by the Program Administrator with mentees able to provide questions using the Zoom chat feature
- **Breakout Session:** Two to three small group discussions between mentees and mentors facilitated by subject-matter experts using the Zoom breakout room feature
- **Demos:** Live presentations provided by Program Administrator subject-matter expert on how to submit Part I and II project applications
- **Q&A Session:** Opportunities for mentees to ask any remaining questions of the mentors and subject-matter experts not already addressed

The 2025 Mentorship Program virtual training series was held between January 6 and March 3, 2025, in the following order:

1. Introduction to the Mentorship Program – January 6, 2025\*
2. Illinois Shines Program Overview – January 13, 2025
3. Application Processes and Portal Deep Dive Part 1 – January 27, 2025\*
4. Application Processes and Portal Deep Dive Part 2 – February 3, 2025
5. Ongoing Program Requirements Part 1 – February 10, 2025
6. Ongoing Program Requirements Part 2 – February 17, 2025
7. Marketing Best Practices and Consumer Protection – February 24, 2025
8. Program Resources and Ongoing Support – March 3, 2025

For a full list of the virtual trainings with their mentor panel and breakout session topics see [Appendix A](#).

## LMS Courses

Another core component of the Mentorship Program is a series of LMS courses assigned to the mentees during the virtual training series. The 28 virtual courses assigned for the 2025 Mentorship Program were made accessible to the mentees on the Program Administrator's Learning Management System (LMS) platform. The virtual course topics were outlined in the 2025 Mentorship Program Plan and assigned accordingly for each virtual training. For a full list of the virtual courses assigned for each virtual training see [Appendix B](#).

This virtual course series contained over four hours of recorded material and featured 13 presenters across the Program Administrator team. The virtual courses were published as standalone recordings, with their slide decks, on the [Mentorship Program page](#).

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\* Virtual trainings that included a presentation or demo by the Program Administrator. These virtual trainings did not include mentor attendance.



Additionally, the following items were provided to the mentees:

- A Certificate of Completion presented to mentees who completed minimum coursework and participation requirements
- Mentee roster with mentee contact information
- Mentor roster with mentor contact information including their availability to meet in-person or virtually and areas of expertise mentors were willing to share with mentees
- Syllabi with references to Program resources and chapters of the Program Guidebook and Long-Term Renewable Resources Procurement Plan relevant to the virtual courses assigned for each virtual training

### *1-on-1 Check-In Meetings*

A key component of the Mentorship Program is the requirement for each mentee to attend a 1-on-1 check-in meeting with the EEC Sector Strategist. This is an opportunity for the mentees to ask more granular questions about the topics touched on during the virtual training series, ask questions specific to their project pipeline and participation in Illinois Shines, and share feedback on their participation in the Mentorship Program. The EEC Sector Strategist provided 17 30-minute check-ins to mentees during the 2025 Mentorship Program.

### *Mentorship Program Closing Ceremony and Networking Event*

To celebrate the graduation of eligible mentees, and provide a networking opportunity for mentees and mentors, the 2025 Mentorship Program Mixer was held on March 10 at the Chicago Urban League headquarters in Chicago. Illinois Power Agency Director Brian Granahan offered remarks, celebrating the mentee's achievements, thanking mentors, and underscoring the significant role of the Mentorship Program and the Equity Accountability System in fulfilling CEJA's directives. Brian and Emily Asbury, Procurement Programs Equity Specialist, then awarded Certificates of Completion to 14 of the 16 eligible mentees. The event allowed attendees to connect with industry peers and build relationships to support their continued growth in the solar sector. In attendance were 14 mentees, eight mentors, one ILSFA contractor, two ILSFA Program Administrator staff, four IPA staff, and five Program Administrator staff for a total of 34 attendees.

## Implementation Analysis and Mentee Feedback

### Implementation Analysis

The 2025 Mentorship Program included both successes and lessons learned:

#### *Successes:*

- Mentees unanimously provided positive Mentorship Program feedback, and mentors universally expressed appreciation for the opportunity to support mentees.
- The Program Administrator developed working relationships with 20 AV and Designees mentees, enabling them to confidently participate in the Program.
- The Program Administrator team enhanced relationships with 11 AV and Designee mentors, connecting them with other Program participants.
- The LMS platform elevated delivery of virtual courses for mentees, and courses were subsequently added to the Illinois Shines program website for market-wide access and new AV onboarding.
- The Mentorship Program Mixer was well attended and attendees expressed appreciation for the opportunity to connect in-person with market stakeholders. The event served as a valuable example of the Agency's prioritization of ensuring equitable access and opportunity while advancing clean energy development.

## Lessons Learned:

- Mentees expressed desire for more detailed conversations about Community Solar or Distributed Generation topics, and project-focused breakout sessions.
- Mentors would benefit from additional preparation and information on panel topics to prepare for their participation.
- Backup presenters for each mentor would ensure coverage if the primary contact cannot attend their assigned virtual training and panel discussion.
- Syllabi, which were included in virtual training invites, should also be included in the LMS platform for increased visibility and access.

## Mentee Cohort Details

The 2025 Mentorship Program cohort comprised 20 mentees:

Business Type	PY 24-25 totals	PY 23-24 totals	Change between PY 23-24 and PY 24-25
Approved Vendors (AVs)	15	12	+3
Designees	5	0	+2
Equity Eligible Contractors (EECs)	12	10	+2
Minority-owned businesses	5	4	+1
Women-owned businesses	4	0	+4
Veteran-owned businesses	0	1	-1
Disabled-owned businesses	1	0	+1

Mentees in the 2025 Mentorship Program had length of participation in Illinois Shines that varied, ranging from four months to over three years of Program experience. The average length of participation was one year and four months. There was no correlation between satisfaction in the Mentorship Program and the duration of the mentee's participation in the Program, showing that regardless of Program experience, AVs found the program helpful and informative.

Prior to participation in the Mentorship Program, five of the 20 mentees had submitted a Part I application and two had submitted a Part II application. This is a slightly smaller participation rate than the mentees in the Mentorship Pilot Program suggesting continued interest in the Mentorship Program from less experienced AVs.

The 15 Approved Vendor mentees and five Designee mentees included 12 Equity Eligible Contractors (EECs), 12 small businesses, five minority-owned businesses, four women-owned businesses, and one disabled-owned business.

## Post-Program Surveys and Participant Feedback

Following the final virtual training on March 3, 2025, mentees received a feedback survey. There was an 80% participation rate and unanimously high satisfaction with the Mentorship Program ([see Appendix A](#)).

In addition, a post-event survey was emailed to attendees of the Mentorship Program Mixer. There was a 29% participation rate; feedback included appreciation for the opportunity to network in-person ([see Appendix B](#)).

## *Mentee and Mentor Quotes*

The following quotes were provided by mentees and mentors regarding their experience in the 2025 Mentorship Program:

“Meeting with other Developers was invaluable. I learned how my business was positioned in the market and what other steps businesses took to grow. Having the knowledge and certificate of completion in hand from the EEC Mentorship program, my company is better able to position itself as a knowledge expert on all aspects of Illinois Shines. This shows potential business partners, vendors, clients, and lenders that my company can successfully complete the compliance and submission side of project submissions. Moreover, we are better able to understand our position in the market having gone through Illinois Shines program material with experienced Mentors. We have a better idea of the timing, amount of work, and efficiency needed for meeting program requirements and competitive submissions.”

**- Artemis Energy, Mentee**

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“It has given me a greater understanding of the program. I am still uncertain if we should become an AV or remain a designee. The mentorship program helped me see there is value to becoming an 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”

**- Celestar Solar, Mentee**

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“The Illinois Shines Mentorship Program has prepared my company for success in the Illinois Shines Program by reinforcing program requirements and allowing me to make connections where I would have a difficult time otherwise.”

**- Allied Facility Partners LLC, Mentee**

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“The Illinois Shines mentorship program has helped our company understand the requirements of the initiative, such as REC agreements and administrative processes. It provided foundational knowledge and networking opportunities, helping us prepare for participation in the program and align with our business goals. With additional resources and guidance, we feel more ready to contribute to Illinois Shines and pursue success in the solar industry.”

**- Alpha Electrical Services LLC, Mentee**

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“The Mentorship Program that the IPA sponsored this year was a big success from my perspective. The formal sessions that I participated in had a robust conversation between mentors and mentees, and great questions were asked. The in-person mixer was also a great opportunity for companies and individuals to get to know each other. I also enjoyed the opportunity to connect directly with a new EEC company and provide advice and connections that will hopefully be helpful for this new company looking to be part of the Illinois Shines program”

**- North Spur LLC, Mentor**

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# Recommendations

## Mentorship Program Expansion

Based on analysis of survey results, conversations during 1-on-1 mentee check-ins related Program feedback obtained during the December 2024 EEC Roundtable, as well as budget and staffing considerations, the Program Administrator recommends an expansion of the Mentorship Program in PY 2025-26. This expansion would include the implementation of two cohorts annually for up to 40 AVs and Designees participating, with continued recruitment prioritization of EECs and diverse small business enterprises. Both cohorts would include the key features implemented in the 2025 Mentorship Program, including an eight-week virtual training series; virtual course assignments; opportunities to meet with mentees in virtual panel and group settings, and an in-person networking event.

The Program Administrator recommends the following updates and timeline for implementation of the Mentorship Program in PY 2025-26, pending the Agency's approval:

### *Enhancements:*

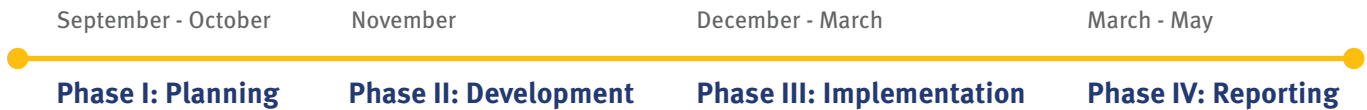
- Expand Number of Cohorts
  - Implement two cohorts, with one training series held between October and December and a second between January and March; this proposed expansion would include a total of up to 40 accepted mentees and two in-person networking events
- Increase Virtual Training Length
  - Increase the hour length of the virtual trainings by fifteen minutes to allow more time for mentee and mentor engagement
- Incorporate Interactive Learning Features in Virtual Courses
  - Incorporate interactive learning features in existing virtual courses to enhance mentee learning and knowledge retainment
- Syllabi Access
  - Include the syllabi both attached in the training invites and in the virtual courses on the LMS to increase access
- Submission of Questions
  - Allow mentees the ability to submit questions upon their completion of virtual courses for subject-matter experts and mentors to answer during virtual trainings
- Breakout Session Tracks:
  - Where appropriate, indicate and describe breakout session topics by project-types (DG, CS, and EEC) for mentees to choose from

## Timeline

### First Cohort



### Second Cohort



1. **Planning:** Update guiding workplan outlining key goals and metrics; teams, staff, and partners; and expected outcomes; establish SOPs for program processes and procedures
2. **Development:** Update virtual training slide decks, virtual courses, agendas, syllabi, mentee registration and mentor application forms, and other materials for implementation
3. **Implementation:** Facilitate a registration and vetting period for mentees and mentors, an eight-week virtual training series, networking opportunities and mentorship between mentees and mentors, and an in-person networking event
4. **Reporting:** Produce a final report condensing participant feedback and providing recommendations for the next Mentorship Program iteration

# Appendix A – Virtual Training Series

## *Introduction to the Mentorship Program – January 6, 2025\**

### *Illinois Shines Program Overview – January 13, 2025*

- Mentor Panel: How AVs and Designees Can Participate in the Program
- Breakout Session:
  - Participating as a Project Developer
  - Participating as an Aggregator
  - Participating as an Installer

### *Application Processes and Portal Deep Dive Part 1 – January 27, 2025\**

### *Application Processes and Portal Deep Dive Part 2 – February 3, 2025*

- Mentor Panel: REC Service Agreements and Partnering with EPCs
- Breakout Session:
  - Building Partnerships with EPCs
  - Building Partnerships with Subscriber Acquisition Companies

### *Ongoing Program Requirements Part 1 – February 10, 2025*

- Mentor Panel: Meeting the MES and Community Outreach and Partnership Tactics
- Breakout Session:
  - Hiring and Retaining EEPs
  - Outreach for Community Buy-In
  - DG Lead Generation

### *Ongoing Program Requirements Part 2 – February 17, 2025*

- Mentor Panel: CS Subscriber Acquisition and Management & Managing Designees and Subcontractors
- Breakout Session:
  - Choosing the Right Designee or Subcontractor for a CS Project
  - Choosing the Right Designee or Subcontractor for a DG Project
  - Partnering with Community-Based Organizations (CBOs)

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\* Virtual trainings that included a presentation or demo by the Program Administrator. These virtual trainings did not include the attendance of mentors.

### ***Marketing Best Practices and Consumer Protection – February 24, 2025***

- Mentor Panel: Strategies Marketing to Different Audiences
- Breakout Session:
  - Marketing to Residential Landowners
  - Marketing to Commercial Landowners
  - Marketing to Agricultural Landowners

### ***Program Resources and Ongoing Support – March 3, 2025***

- Mentor Panel: Financing as a Small Business and Growing Your Business
- Breakout Session:
  - Pursuing Grants for Your Project
  - Managing a Growing Business
  - Hiring for a Growing Business

# Appendix B – Virtual Courses

## *Illinois Shines Program Overview – January 6, 2025*

- History of Illinois Shines
- How Illinois Shines Works
- Program Participant Roles
- Approved Vendor (AV) Registration and Renewal
- Designee Registration and Renewal
- Program Categories

## *Application Processes and Portal Deep Dive Part 1 – January 27, 2025*

- Part I and II Application Timeline
- Application Review Process
- REC Contracting and Re-Batching
- Creating a Batch\*
- Creating a Disclosure Form\*
- Submitting a Part I Application\*
- Expansions, Co-Locations, and Size Changes

## *Application Processes and Portal Deep Dive Part 2 – February 3, 2025*

- Block Capacity Dashboard and Waitlist Procedures
- Energization and Extensions
- TCS and CDCS Scoring
- Submitting a Part II Application\*
- Requesting an Advance of Capital

## *Ongoing Program Requirements Part 1 – February 10, 2025*

- Minimum Equity Standard (MES)
- Annual Reporting and REC Performance Evaluation
- Prevailing Wage Requirements
- Overview of SharePoint
- Inspection Process

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\* Virtual courses provided as live demos during the virtual trainings and then uploaded as standalone recordings to the LMS platform.

### ***Ongoing Program Requirements Part 2 – February 17, 2025***

- Community Solar Subscriber Verification
- Designee Management Plan

### ***Marketing Best Practices and Consumer Protection – February 24, 2025***

- Consumer Protection Overview
- Marketing Overview

### ***Program Resources and Ongoing Support – March 3, 2025***

- Website Overview
- Ongoing Support



## Appendix C – Market Feedback

During the implementation of the 2025 Mentorship Program, the Program Administrator tracked market feedback shared by mentees and mentors. This feedback was shared during 1-on-1 check-ins, mentor panels, breakout sessions, Q&A sessions, and as responses to the Post-Program Survey. From 79 pieces of feedback, three common trends were identified:

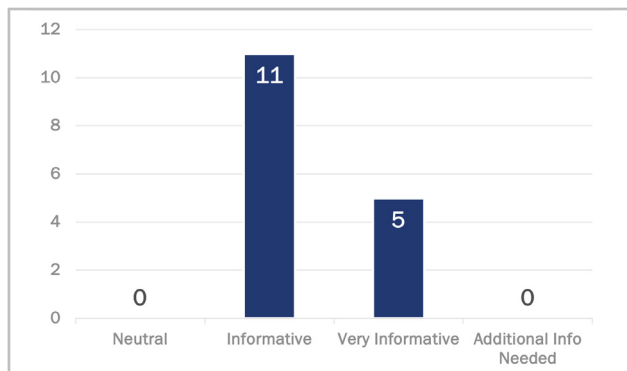
- **Minimum Equity Standard (MES) Compliance Support:** Mentors and mentees expressed that meeting MES compliance requirements and educating their Designees on MES requirements is a challenge. There was an expressed desire for more guidance and resources, including those provided during the Mentorship Program, that include scenario examples to support meeting requirements.
- **Estimating Verification for Projects on Waitlists:** Mentors shared that it is difficult to estimate and account for the date of verification for waitlisted projects while accommodating other project development timeline milestones.
- **Interconnection Costs and Queue:** Mentors noted that the variability of interconnection costs and queues can be a barrier to project development.

# Appendix D – Post-Program Survey Responses

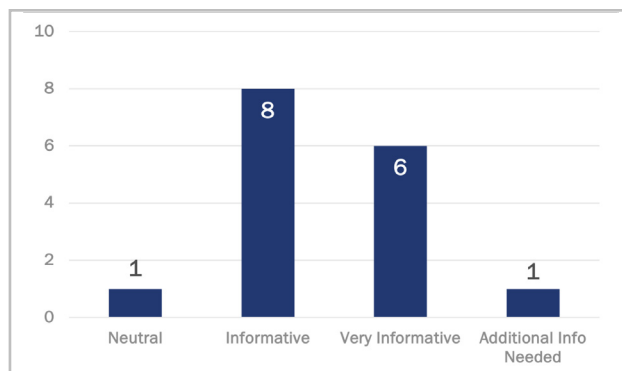
## Virtual Courses

Please rate how informative each virtual course was in familiarizing yourself with Illinois Shines:

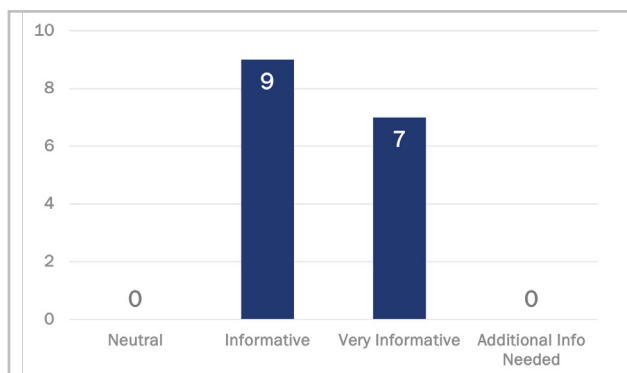
**History of Illinois Shines**



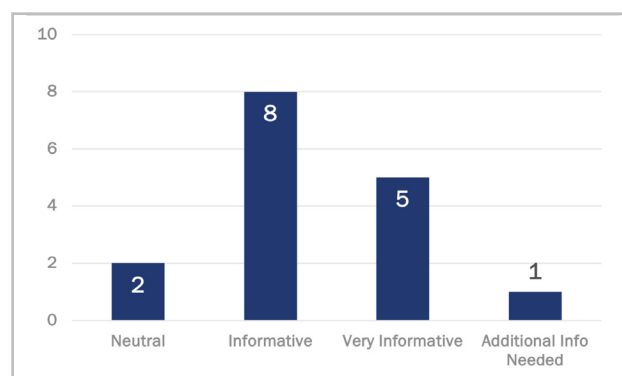
**Approved Vendor (AV) Registration and Renewal**



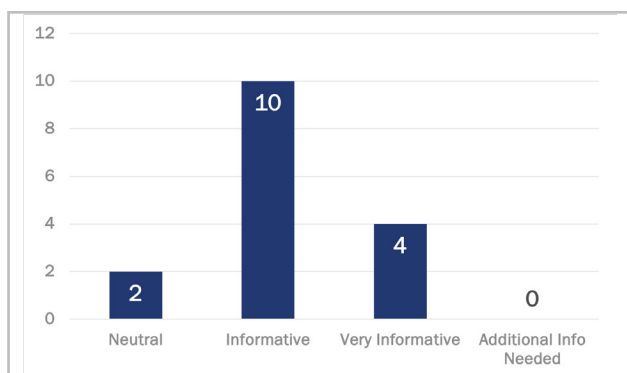
**How Illinois Shines Works**



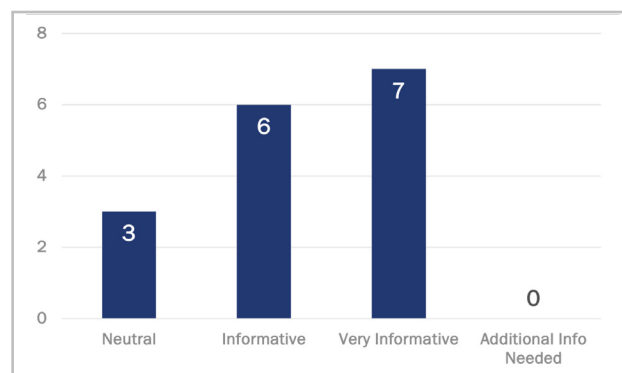
**Designee Registration and Renewal**



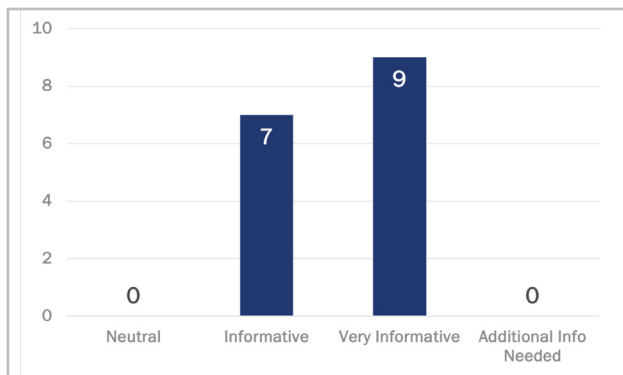
**Program Participant Roles**



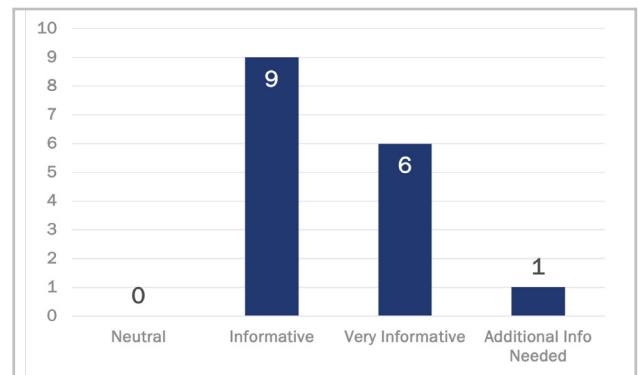
**Program Categories**



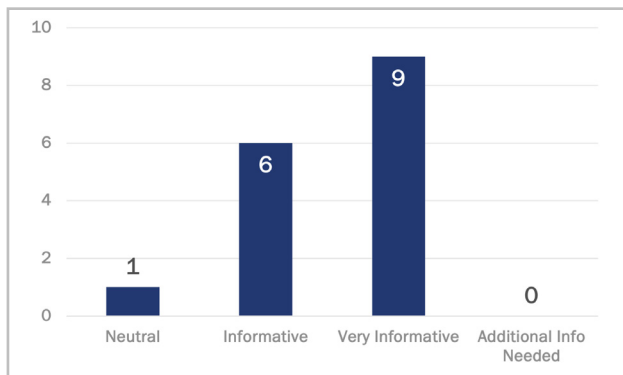
### Part I and II Application Timeline



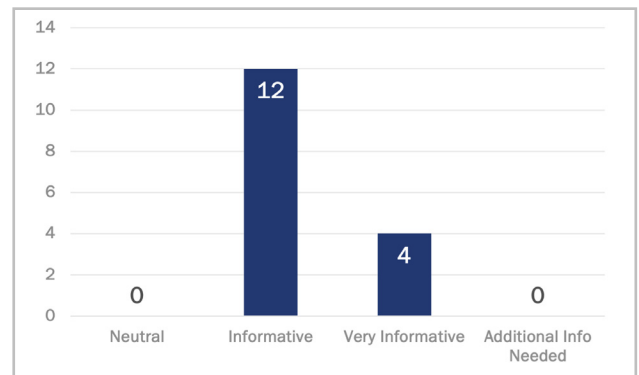
### Block Capacity Dashboard and Waitlist Procedures



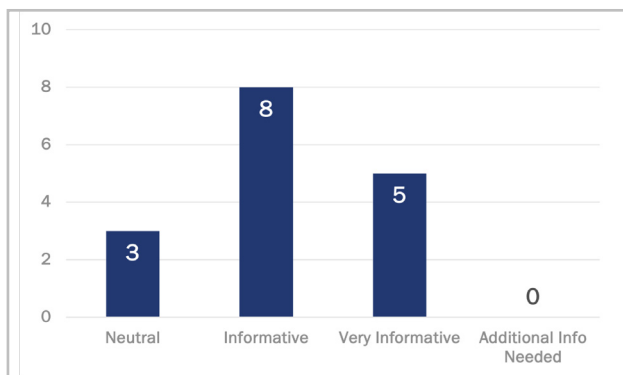
### Application Review Process



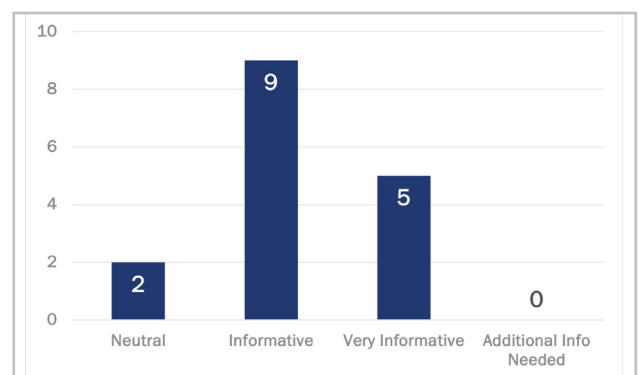
### Energization and Extensions



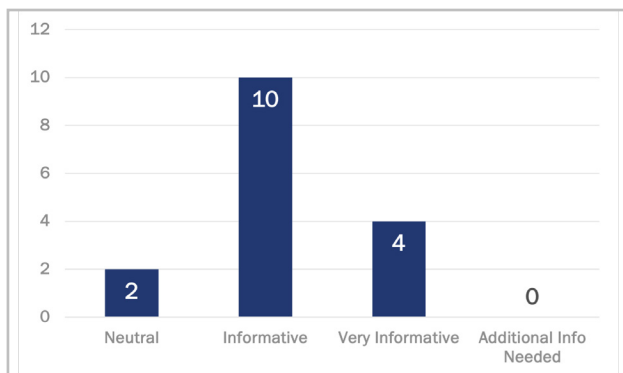
### REC Contracting and Re-Batching



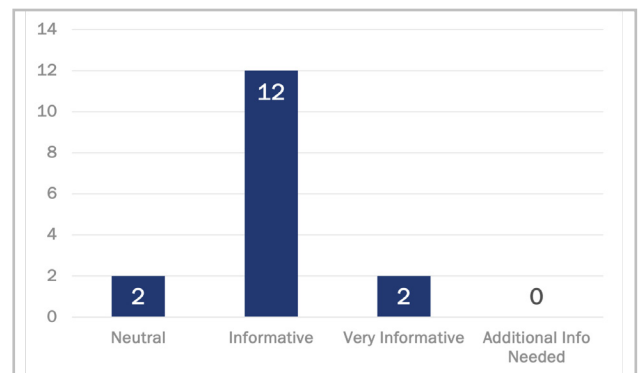
### TCS and CDCS Scoring



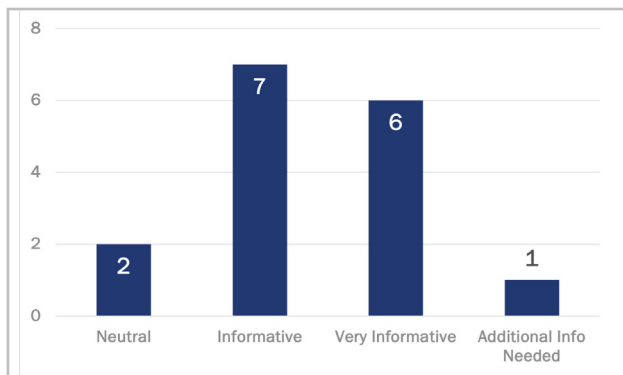
### Expansions, Co-Locations, and Size Changes



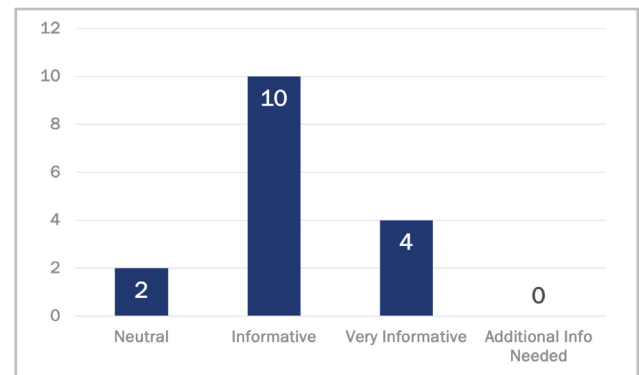
### Requesting an Advance of Capital



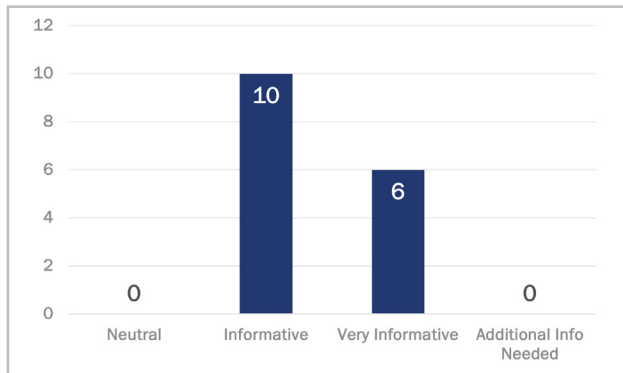
### Minimum Equity Standard (MES)



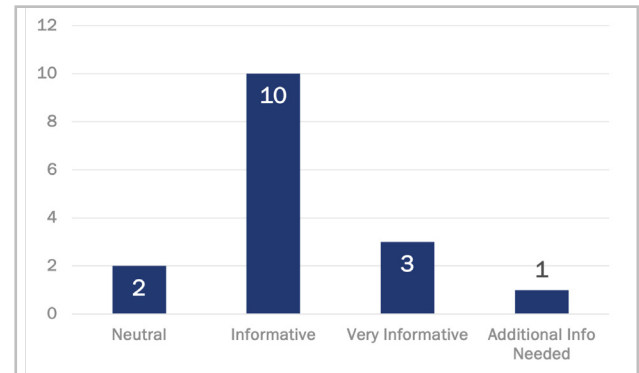
### Inspection Process



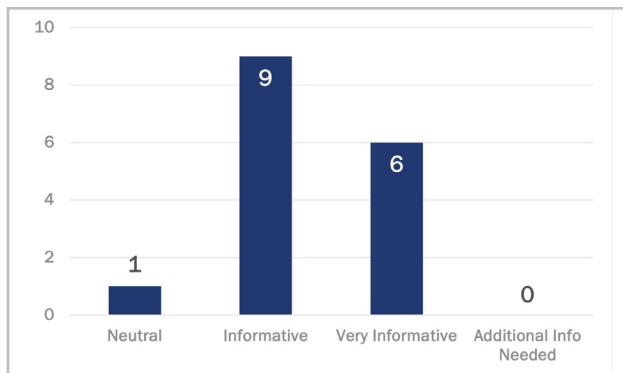
### Annual Reporting and REC Performance Evaluation



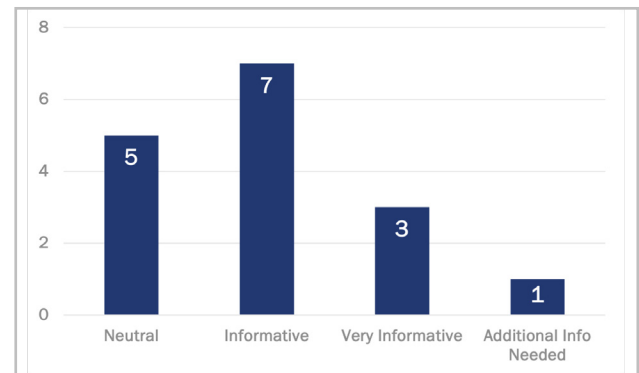
### Community Solar Subscriber Verification



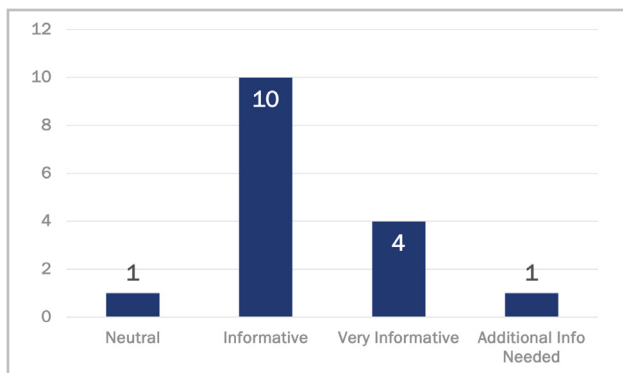
### Prevailing Wage Requirements



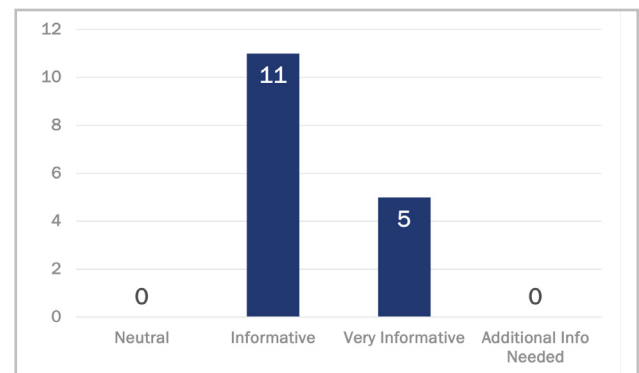
### Designee Management Plan



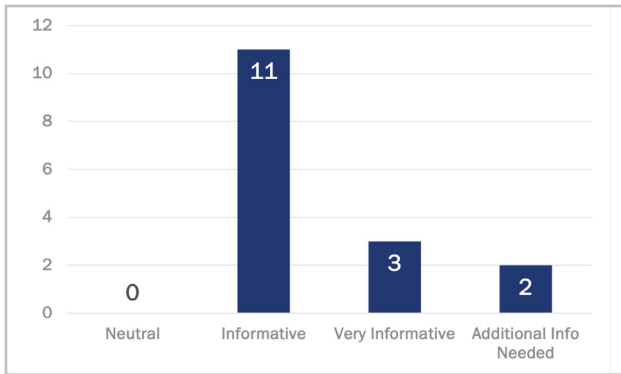
### Overview of SharePoint



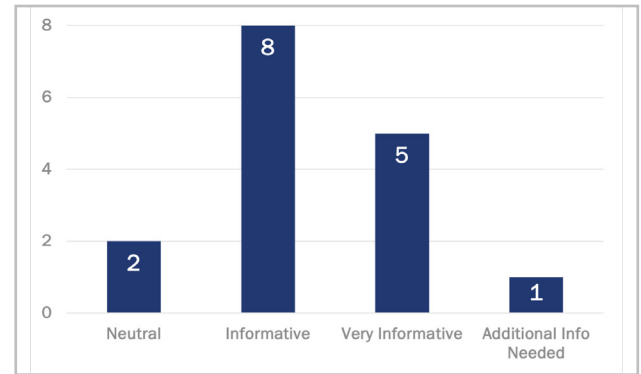
### Consumer Protection Overview



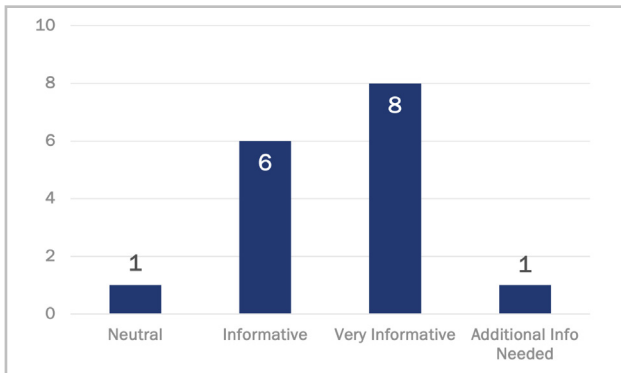
### Marketing Overview



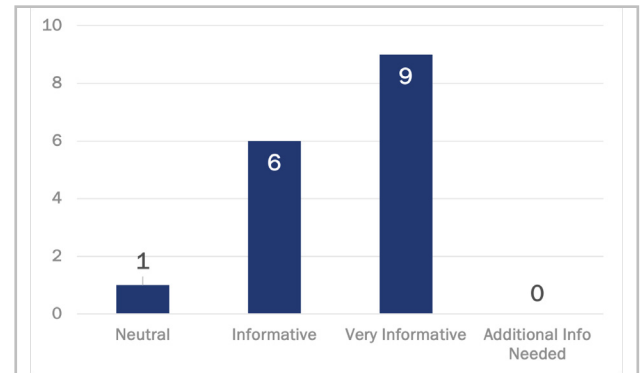
### Creating a Batch



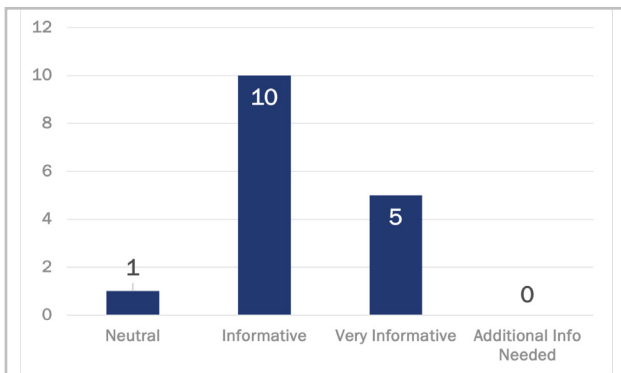
### Website Overview



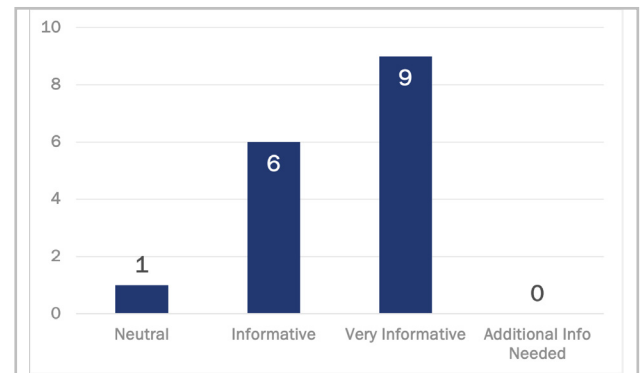
### Submitting a Part I Application



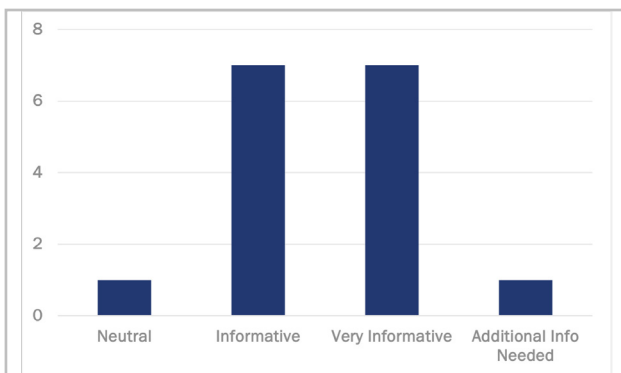
### Ongoing Support



### Submitting a Part II Application

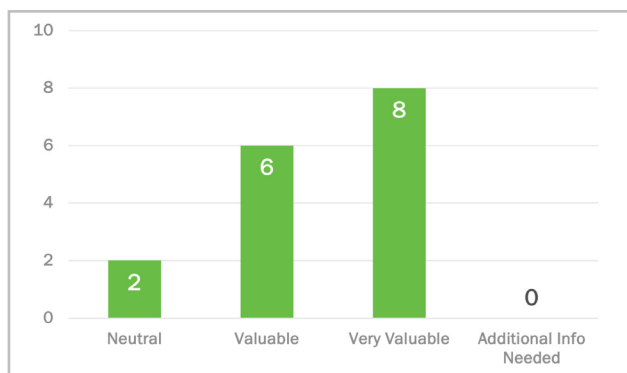


### Creating a Disclosure Form

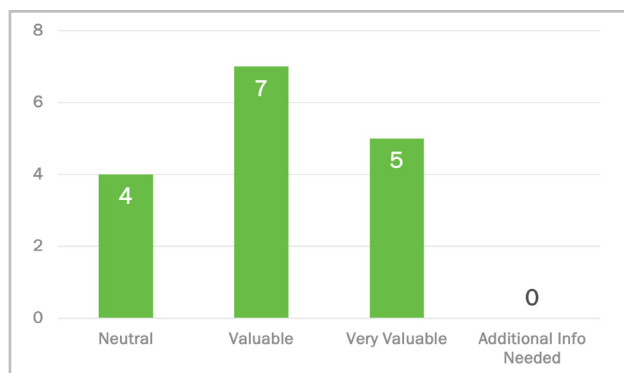


Please rate how valuable each mentor panel was in providing solar industry and Program insights:

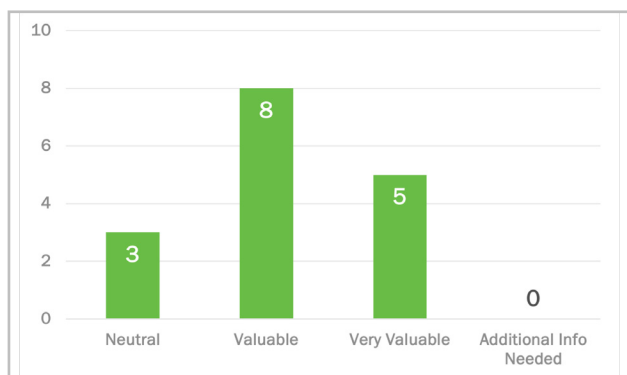
**January 13:  
How AVs and Designees Can Participate in the Program**



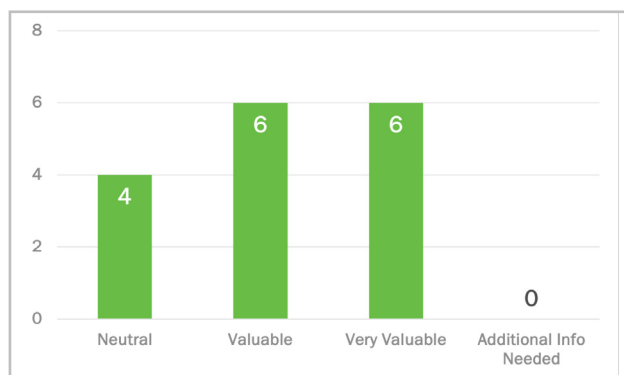
**February 17:  
CS Subscriber Acquisition and Management & Managing Designees and Subcontractors**



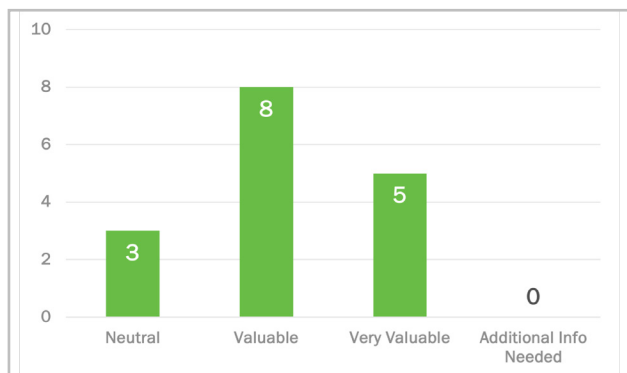
**February 3:  
REC Service Agreements and Partnering with EPCs**



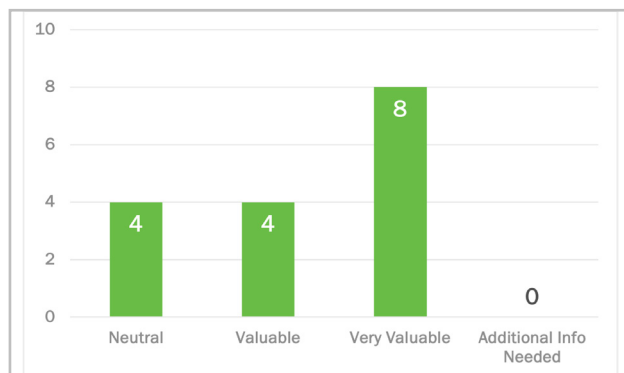
**February 24:  
Strategies Marketing to Different Audiences**



**February 10:  
Meeting the MES and Community Outreach and Partnership Tactics**



**March 3:  
Financing as a Small Business and Growing Your Business**

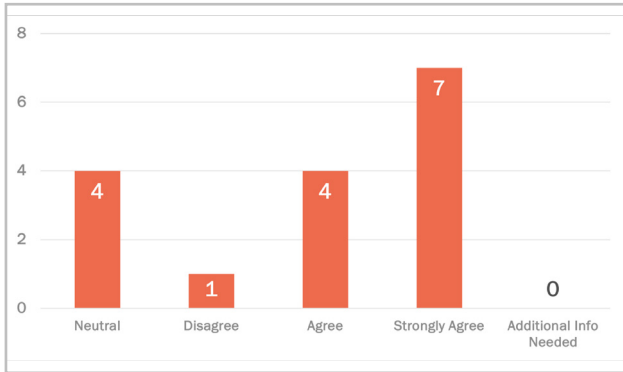




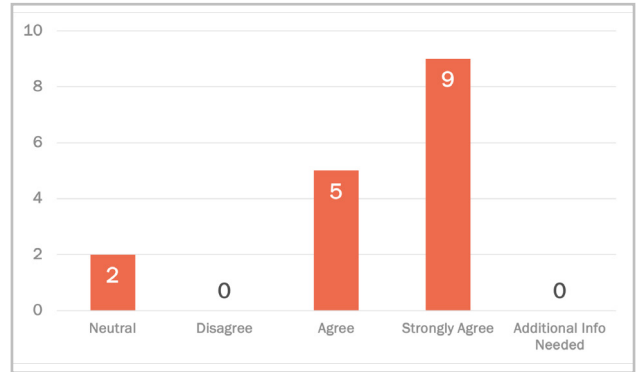
## Syllabi

Please rate your level of agreement with the following statements:

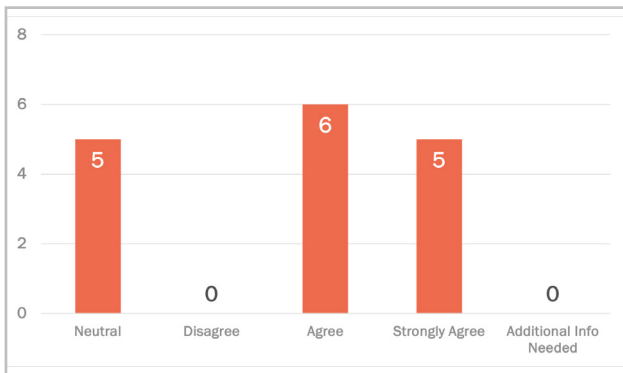
**The syllabi were helpful in preparing me for each week's virtual training**



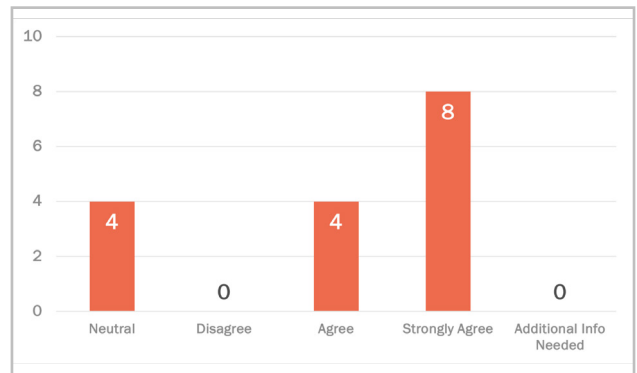
**The link to the LMS module and list of courses were helpful in preparing me for each week's virtual training**



**The guiding questions helped my understanding of the material**



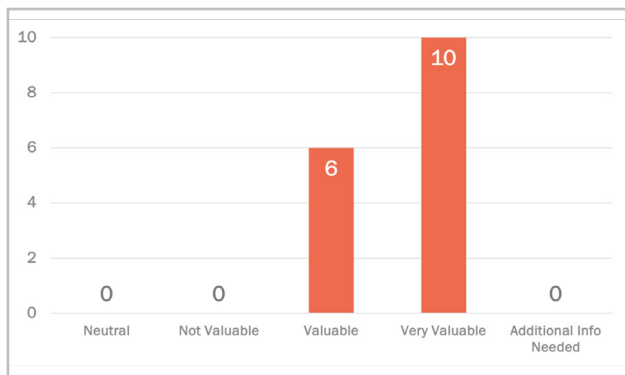
**The suggested resources were helpful in familiarizing myself with Program topics**



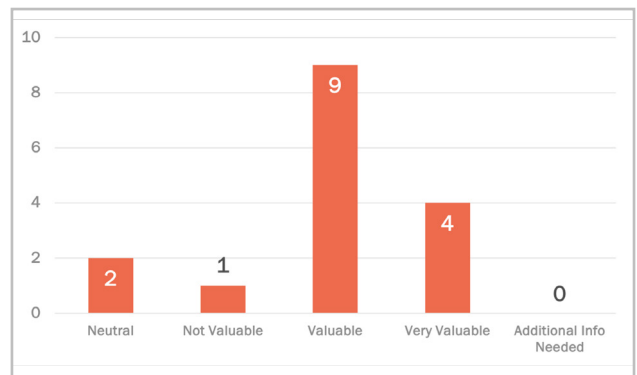
## Format and Structure

Please rate how valuable each component of the Mentorship Program was to your participation in Illinois Shines and your business goals:

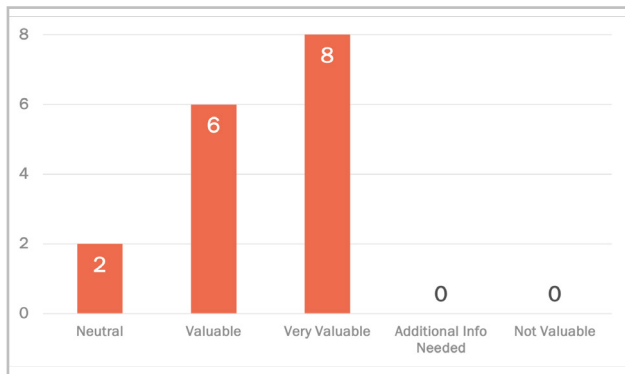
**Virtual Courses**



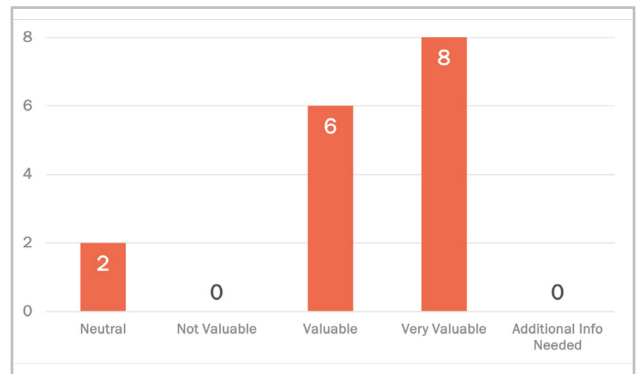
**Breakout Sessions**



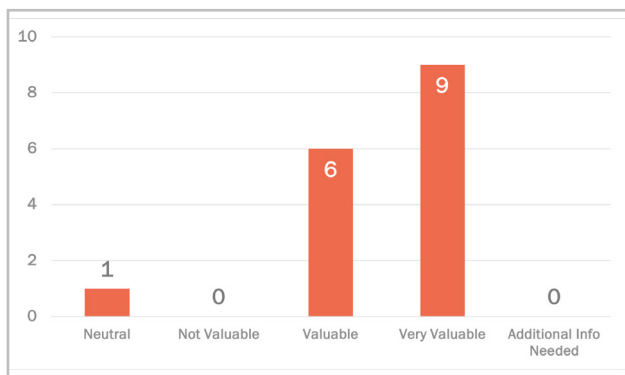
**Mentor Panels**



**Q&A Sessions**

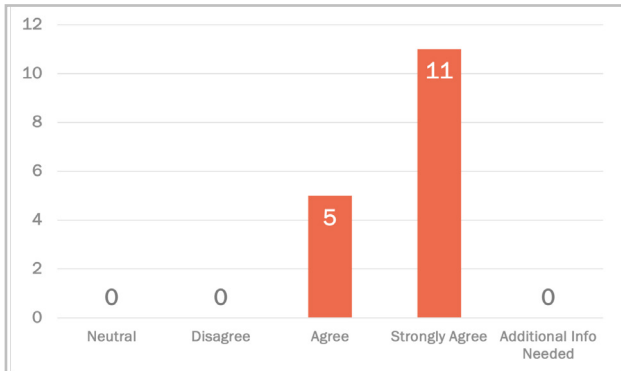


**Demos**

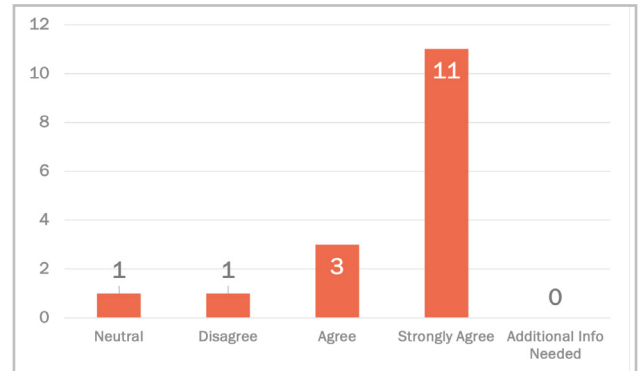


Please rate your level of agreement with the following statements regarding the Mentorship Program components:

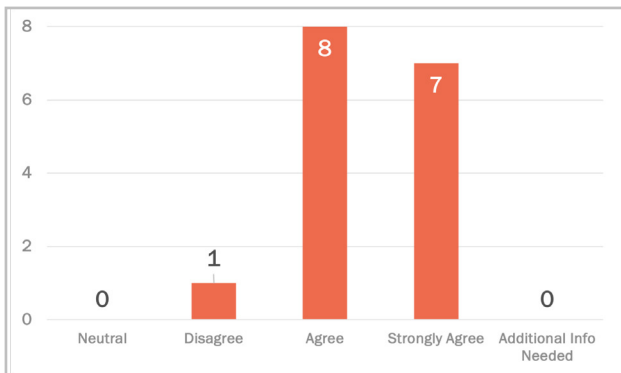
**The LMS platform was easy to use and helpful in building my understanding of the Illinois Shines program**



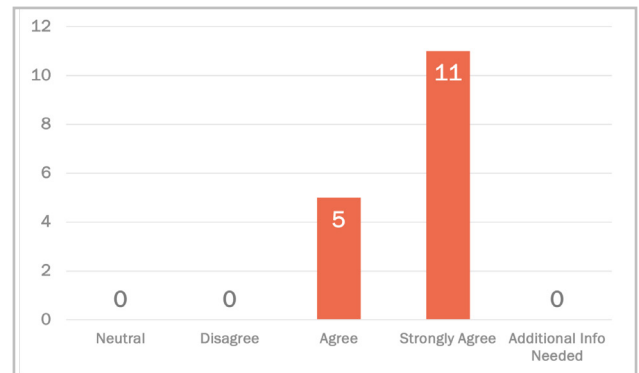
**Attendance to weekly, 1-hour virtual trainings was manageable**



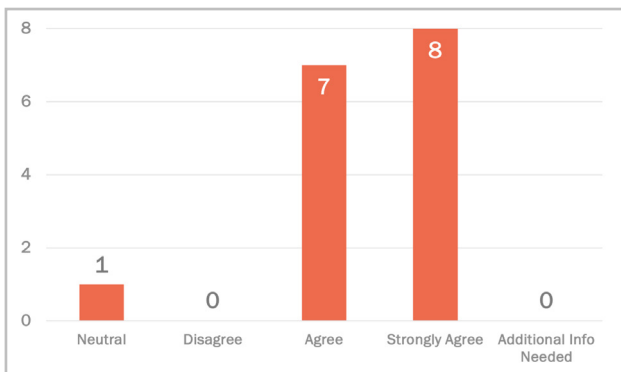
**The knowledge checks were useful in reinforcing topics and concepts**



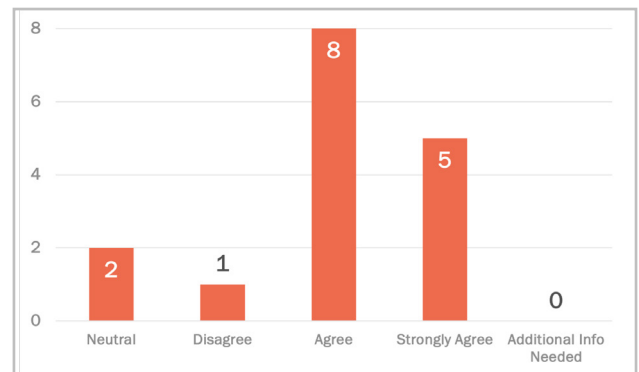
**Completion of weekly, assigned virtual courses was manageable**



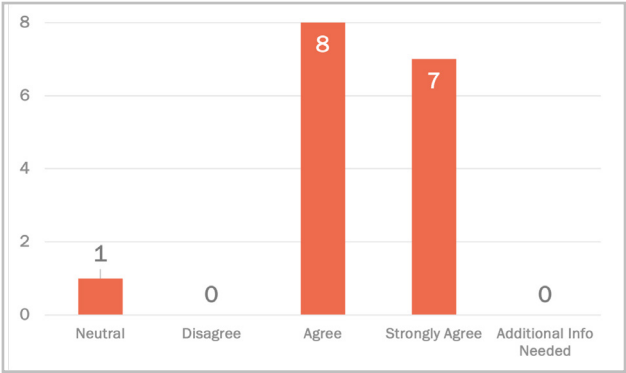
**The order of the mentor panels was helpful in building my understanding of the Illinois Shines**



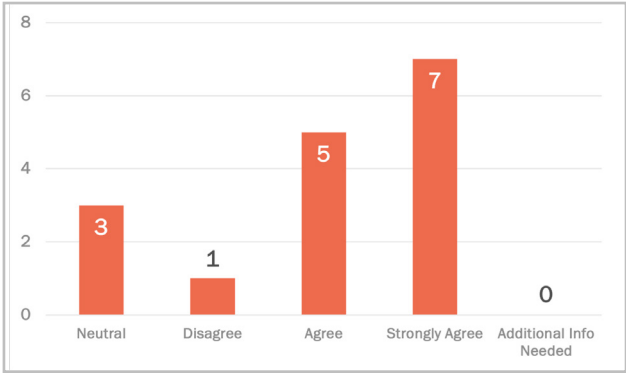
**The breakout sessions were helpful for discussing topics and building my understanding of the Illinois Shines program**



**The check-in with the Sector Strategist in February was valuable for sharing feedback and questions**

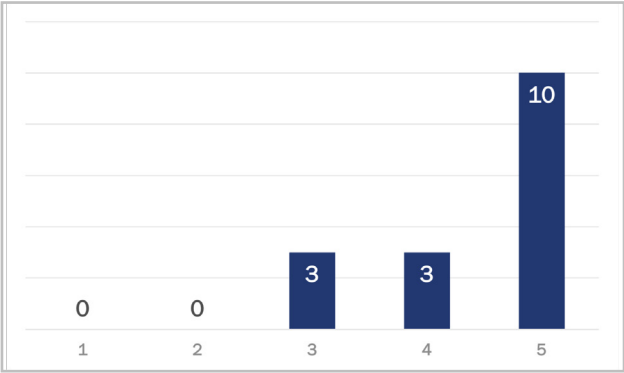


**The Q&A sessions were valuable in answering questions that I had about Illinois Shines and solar industry topics**



Please rate the format and structure of the Mentorship Program:

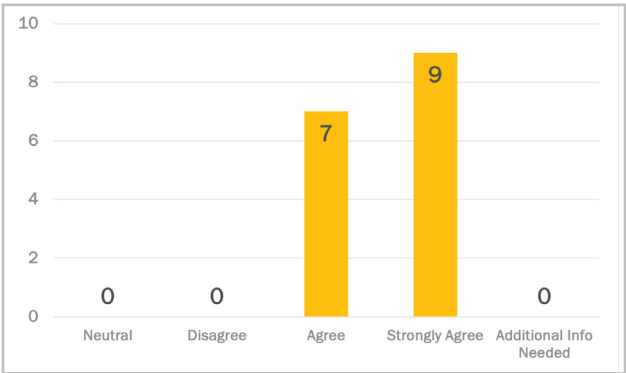
Average: 4.44



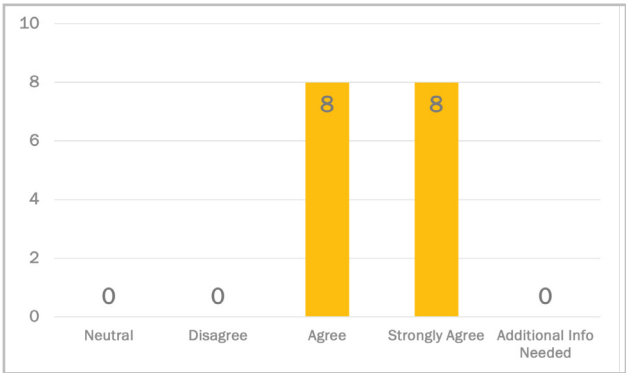
**Learning Outcomes**

Please rate your level of agreement with the following statements in relation to your completion of the Mentorship Program:

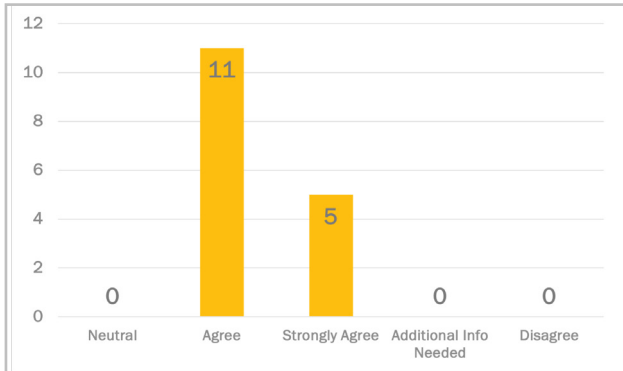
**I better understand the requirements for participating in the Program**



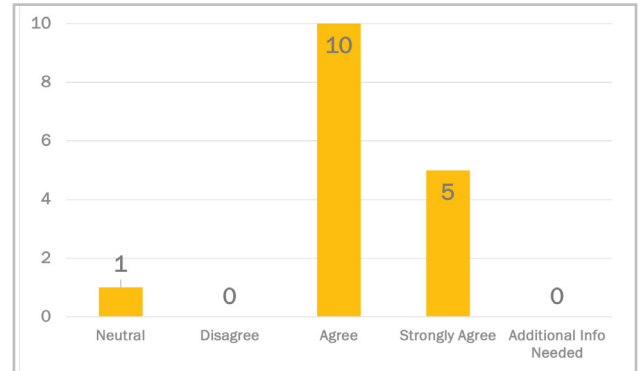
**I am better equipped to participate in the Illinois Shines Program**



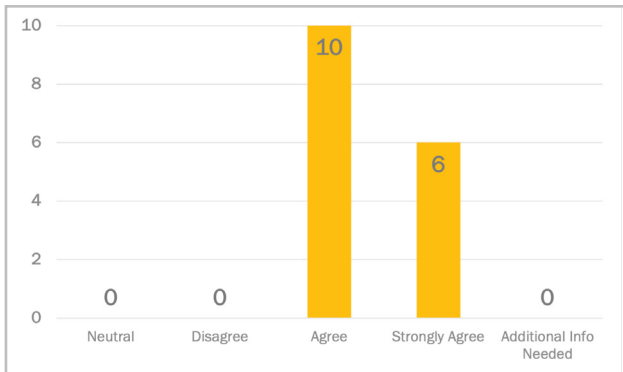
### I better understand how to submit project applications to the Program



### I have made connections with other Program participants and market stakeholders

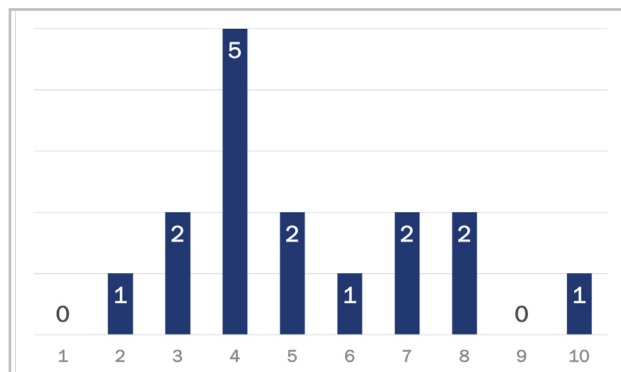


### I have a better understanding of solar project development



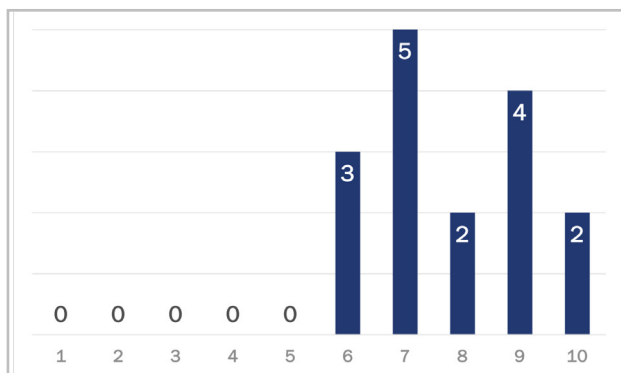
How would you rate your level of knowledge of Illinois Shines *before* completing the Mentorship Program?

**Average: 5.25**



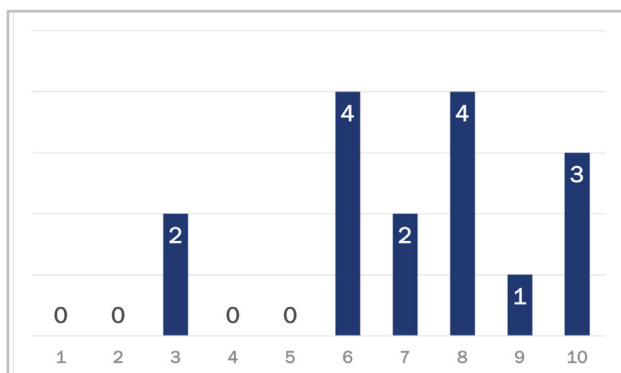
How would you rate your level of knowledge of Illinois Shines *after* completing the Mentorship Program?

Average: 7.81



How would you rate your experience connecting with fellow Program participants and market stakeholders in the Mentorship Program?

Average: 7.19

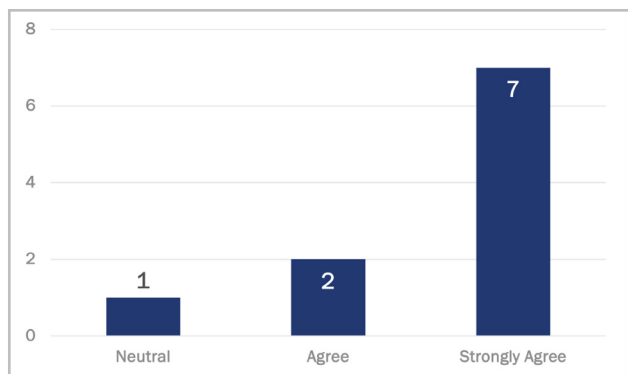




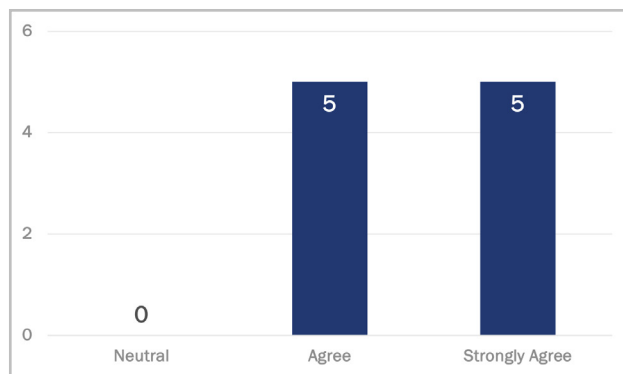
# Appendix E - Mentorship Program Mixer Feedback Form Responses

Please rate your level of agreement with the following statements on the networking component of the Mentorship Program Mixer:

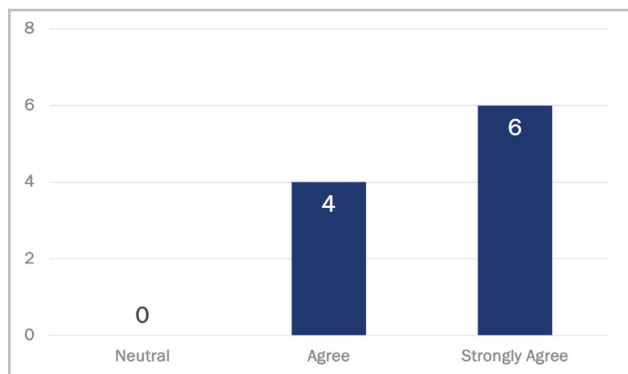
**I learned more about the Illinois Shines Mentorship Program**



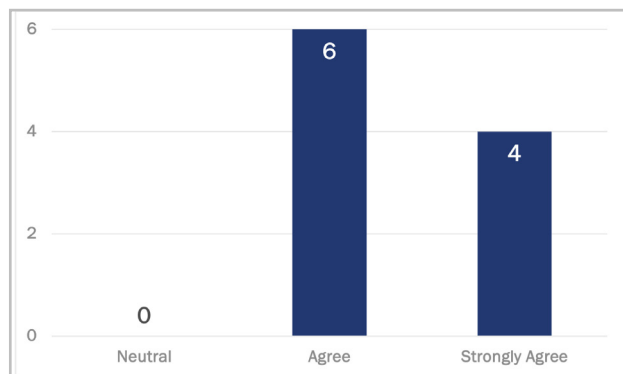
**I had conversations that were informative and helpful for my business development**



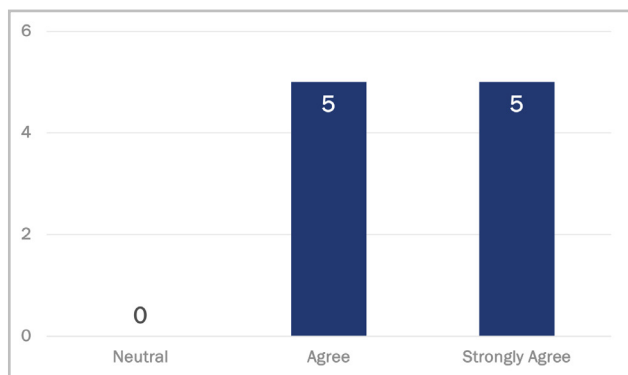
**I connected with Illinois Shines Program AVs and Designees and market stakeholders**



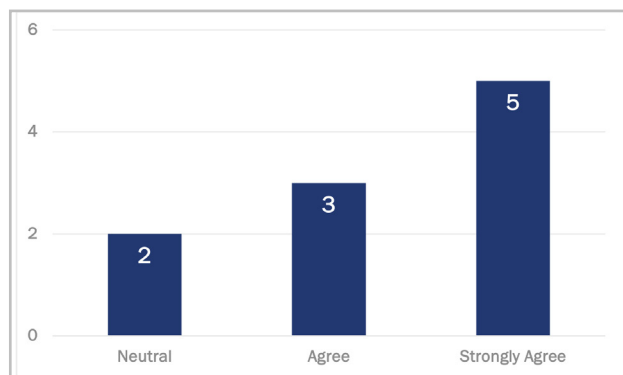
**The venue was accessible**



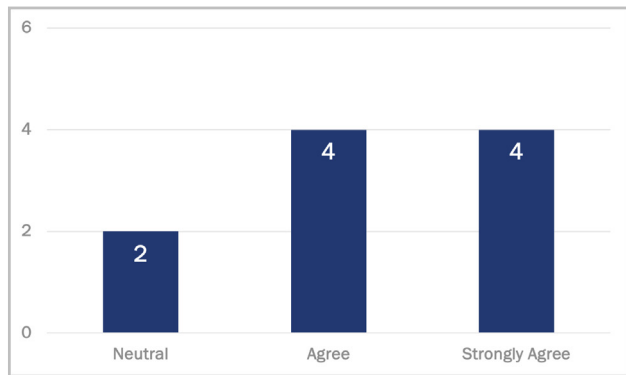
**I had conversations that were informative and helpful for my participation**



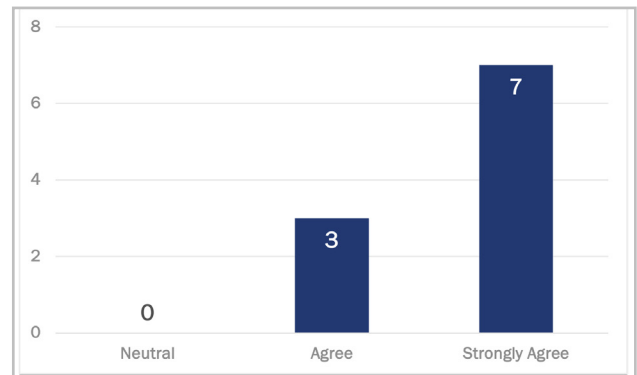
**Parking was easy to access**



### The food and beverages provided were satisfactory



### The time and date of the event was manageable for my schedule





**Illinois Shines**



**IPA**

ILLINOIS POWER AGENCY

**Illinois Power Agency**

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Chicago, Illinois 60601

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