



IQ-S 2025 Subcommittee Report-Out

Future Energy Enterprises

October 28, 2025



Agenda

- Leadership Team & Facilitation Staff Introductions
- IQ-S Committee Overview
- Justice-Involved Subcommittee
- Supporting Program Allies Subcommittee
- CBO/CAA Engagement
- AC Cooling/High Heat Pilot
- Preview of 2026 Activities

The Leadership Team



Theresa Collins
Senior Services Plus
CEO



Odette Hyatt-Watson
East Illinois Community Action
Agency
CEO



Mindy Browning
Embarras River Basin Agency
Energy Assistance/IT Coordinator

We are recruiting additional LT and Committee members for 2026. Please email ileeiqcommittee@futee.biz if you are interested in joining.

Ameren IL IQ-S Committee Utility Liaison



Debra Perry

Ameren Illinois

Director, Clean Energy Transition,
Business Strategy & Development

Illinois Income Qualified South Energy Efficiency Committee (IQ-S)

The IQ-S Committee guides the design, delivery, and evaluation of Ameren Illinois' income-qualified energy efficiency programs.

Justice-Involved Employment

Building equitable pathways for system-impacted individuals into clean energy careers

Supporting Program Allies

Strengthening contractor engagement and success through data analysis, outreach, and feedback

AC / High Heat Cooling Pilot (2026)

Developing strategies to address extreme heat and energy burden for IQ customers

Marketing & Outreach Grants

Supporting grantees expanding community education and customer engagement

CAA / CBO Matrix & Landscape Analysis

Mapping partnerships to strengthen collaboration and portfolio implementation

Facilitation Staff



Zion Campbell
Outreach & Engagement
Specialist



Deondre' Rutues
Senior Facilitator



Elli Arzbaecher
IQ-S Project Manager,
Policy & GIS Analyst

Justice-Involved Subcommittee

Justice-Involved Subcommittee



Best Practice Research

6 interviews completed with orgs in NY and CA



Workforce Development Opportunities

46 organizations offering workforce training + re-entry services identified

Prospective employers of justice-involved individuals identified



Employer Toolkit

Completed

Subcommittee members will review to refine

Employer roundtable in early 2026

Best Practice Research

Top themes:

Whole-Person Support

- Paid training and wraparound services (housing, childcare, mental health, driver's license) drive retention and success.

Lived Experience

- Peer mentors and formerly incarcerated staff build trust and credibility.

Strong Partnerships

- Collaboration with re-entry orgs, unions, and employers ensures comprehensive support and job pathways.

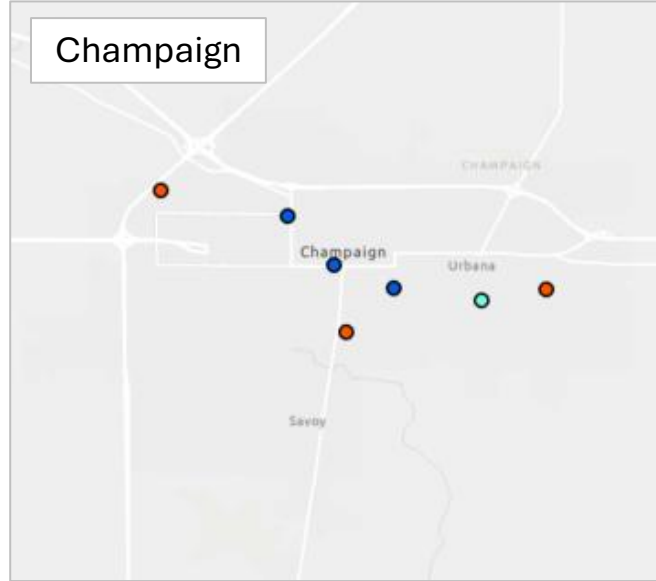
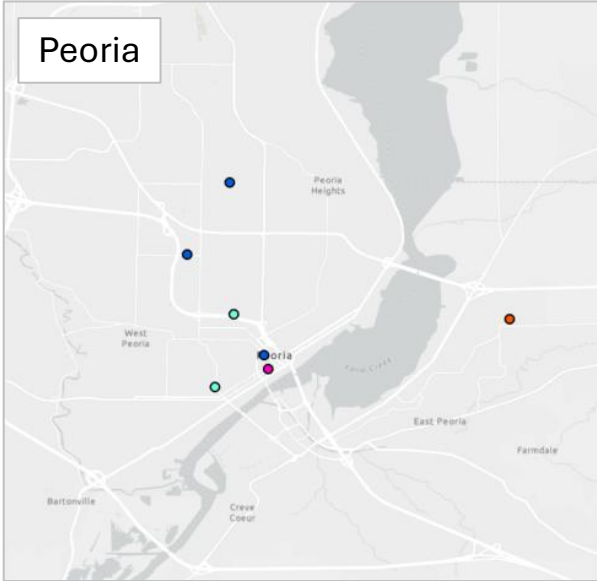
Employer Engagement

- Reducing stigma and building relationships are key to second-chance hiring. Communicating loyalty, work ethic, and gratitude of justice-involved employees is key.

Sustainability

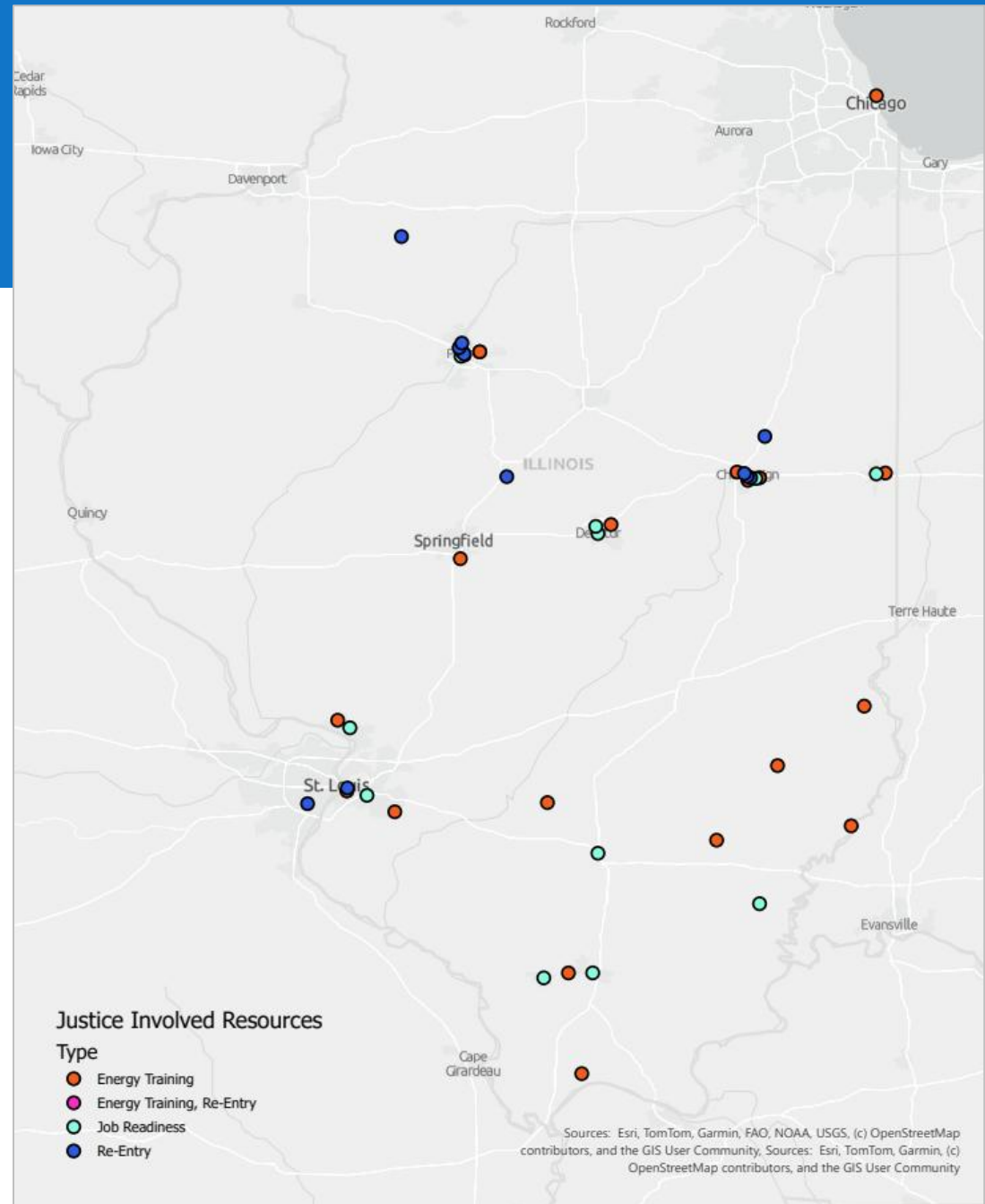
- Diversified funding, realistic scaling, and mission focus keep programs effective long-term.

Workforce Development



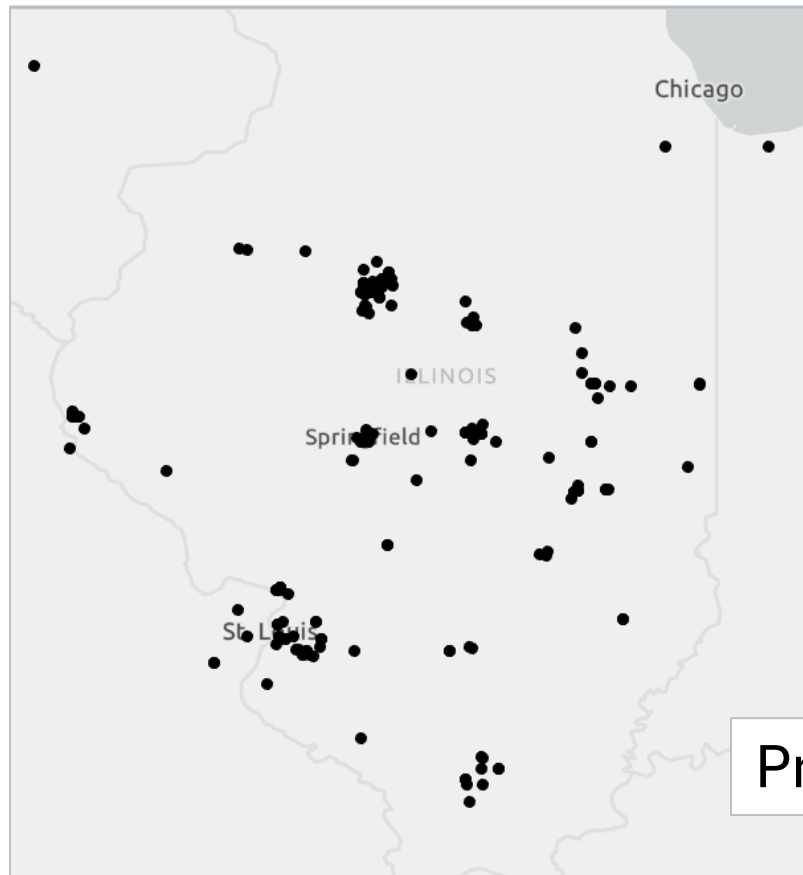
46 organizations identified across Ameren Illinois territory.

CEJA Workforce Hubs and community colleges = foundation of accessible clean energy training (located in Ameren IL service territory).

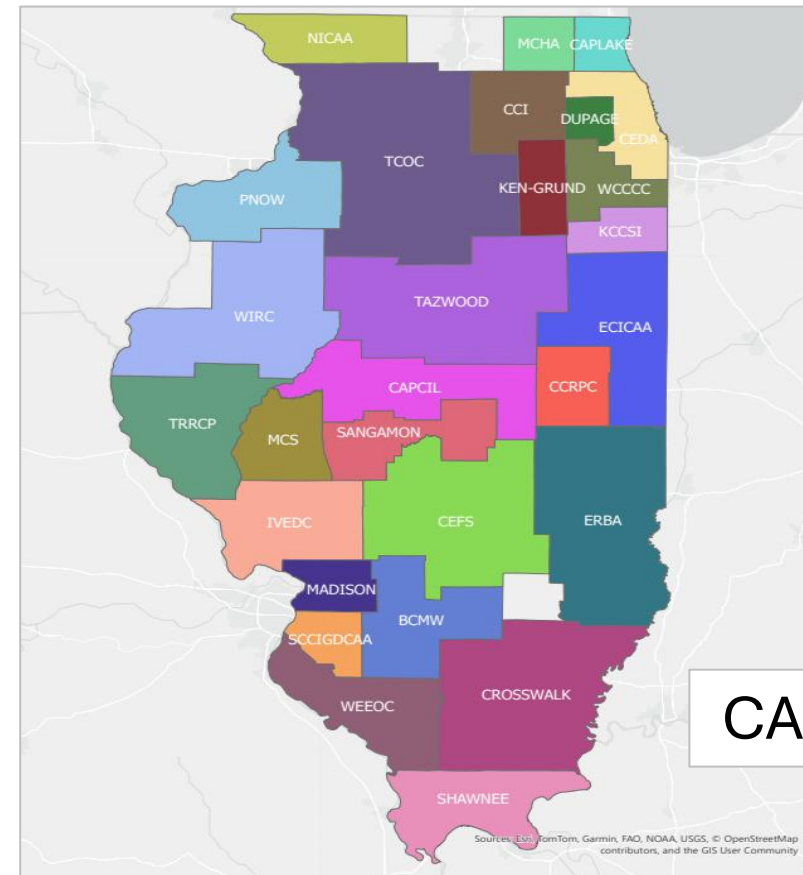


Prospective Employers in Ameren IL Service Territory

We are connecting with all parties involved in the Ameren IL IQ portfolio, including PAs, CAAs/CBOs, and program implementers, as potential justice-involved employers.



Program Allies



CAAs (Wx)

Initial Prospective Employer Feedback on Hiring Justice-Involved

- Interviewed PAs who both had and had not hired justice-involved (JI) employees, and organizations who are open to hiring
- **50% of interviewees expressed interest in hiring JI individuals**
- Compiling list of potential employers to guide hiring efforts in 2026
- Will survey and include CAAs and Ameren IL Implementation contractors as well

Justice-Involved Toolkit

- Offers templates, checklists, resources, and best practice habits for success
- Sections:
 - **Part I:** Introduction
 - **Part II:** Organizational Readiness
 - **Part III:** Returning Citizen Preparation
 - **Part IV:** Partnership Model
 - **Part V:** Systems to Support Reentry
 - **Part VI:** Implementation Timeline
 - **Part VII:** Evaluation and Accountability



Next Steps: Connect Ameren IL partners with justice-involved candidates

Supporting PAs Subcommittee

Supporting Program Allies (PAs) Subcommittee

Survey

- Sent survey to ~270 PAs
- 30 responses (via online survey + direct calls)

Feedback

- Developed tools to increase communication with Program Allies & Ameren

Data Analysis

- Mapped and analyzed trends in PA portfolio engagement

Survey

Sent to 270 Program Allies using a hybrid approach: 10 online responses (Survey Monkey, disclaimer issue) and 20 phone interviews completed.

Key Themes:

Financial Barriers

- Payments have improved, but slow reimbursements, limited startup capital, paperwork, and high operational costs continue to strain growth.
- Strong interest in learning how to secure and apply grants to stabilize cash flow and expand business capacity.

Staffing Challenges

- Struggle to find skilled workers, reliance on unions and referrals; need field-ready employees. High hiring cost (\$15-20K) with long ramp-up.

Survey

Key Themes:

Training Needs

- Interest in BPI (off-season), Marketing 101, and Electrification courses; strong preference for ongoing, in-person, Ameren-led trainings.

Mentorship & Peer Collaboration

- Enthusiasm for mentor-mentee relationships (both giving and receiving guidance).

Survey

Key Themes:

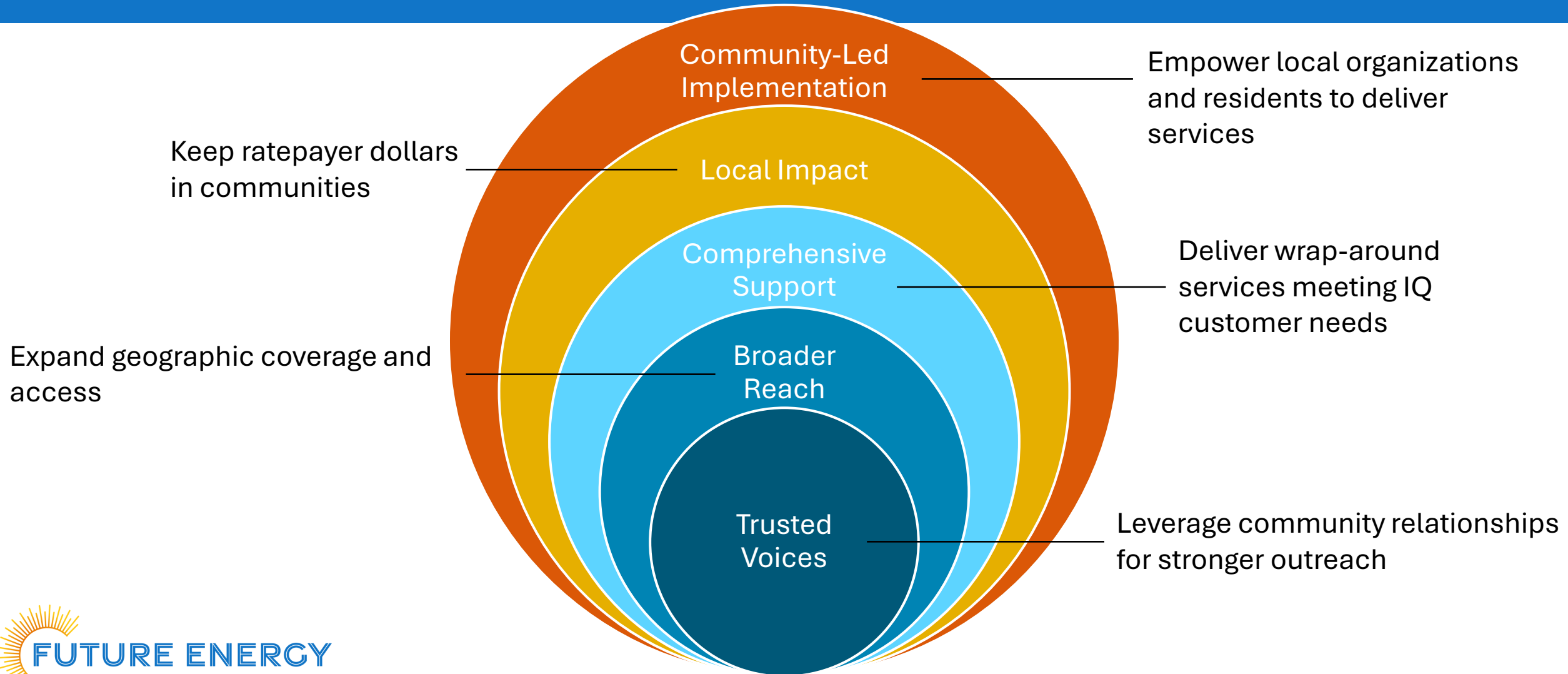
Communication

- Desire for consistent, transparent communication channels to streamline processes.

Opportunities

- Many PAs have gained increased exposure, leads, and income-qualified work through the Ameren portfolio.

Assessing and Supporting Deeper CAA/CBO Engagement in the Ameren IL IQ Portfolio



Assessing and Supporting Deeper CAA/CBO Engagement in the Ameren IL IQ Portfolio

Deliverable: Research + recommendations on how to increase CBO/CAA participation

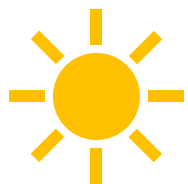
Tasks:

- Assess and map current CBO/CAA participation in the IQ Portfolio
 - Survey CAAs/CBOs across Ameren territory
- Identify opportunities and challenges to expanding participation
- Facilitate Marketing & Outreach (M&O) grants

2025 Marketing & Outreach Grants

- Solicitation RFP in early 2025
- Selection resulted in 3 awards
- Total grant amount is **\$80,000**
 - Value per grantee is \$25,000 each
 - \$5,000 will be awarded to top performers
- Different outreach approaches being utilized to target different customer types in various regions in Ameren territory
- Will assess and develop lessons learned at end of grant cycle (end of October)

AC Cooling/High Heat Pilot



Rising temps = rising health risks

Vulnerable residents need safe, affordable cooling

Program Goals:

- Ensure equitable access to life-saving cooling
- Pilot efficient, low-cost AC units through CBOs/CAAs
- Educate customers on safe, energy-smart usage
- Collect data to inform 2026-2029 program design

AC Cooling/High Heat Program Design

Pilot Overview

- **Implement through CBOs/CAAs**
 - Conduct marketing & outreach
 - Enroll customers
 - Provide education
- **Pilot:** 20 EnergyStar units per CBO/CAA
 - Testing window heat pump ACs in addition to traditional Energy Star window units

Data Collection & Analysis

- **Assess** whether income-qualified (IQ) customers use cooling when needed, or avoid due to cost concerns
- **Measure** additional energy usage from AC usage during heat events
- **Identify** strategies to address affordability concerns

Preview of 2026 Activities

2026

Justice-Involved
Subcommittee

Supporting PAs
Subcommittee

CAA/CBO
Engagement

AC Cooling Pilot

ECEL Program

Expanding
Leadership Team

Expanding
Committee
Membership

If you are interested in being involved with any of our Committee activities in 2026, please reach out to ileeiqcommittee@futee.biz.

Q&A