

Illinois EE Stakeholder Advisory Group (SAG) Equity Subcommittee Meeting

Tuesday, December 9, 2025

10:00 – 11:00 am

Teleconference

Attendees and Meeting Notes

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Meeting Materials

Posted on the [December 9 SAG Equity Subcommittee meeting page](#):

- [Tuesday, December 9 SAG Equity Subcommittee Meeting Agenda](#)
- [SAG Facilitator Introduction to December 9 Meeting](#)
- [ComEd Presentation: Market Development Initiative Evaluation](#)

Attendees

Name	Company or Organization
Celia Johnson	Facilitator (Celia Johnson Consulting)
Zoe Knaus	SAG Facilitation Support (Inova Energy Group)
Abigail Miner	IL Attorney General's Office
Alex Deeb	Ameren Illinois
Allison Gregoire	Nicor Gas
Amy Jewel	Elevate
Ashley Palladino	Inova Energy Group
Bill Quinn	ComEd
Brandi Taylor	CLEAResult
Briana Moore	Will County Land Use Dept. (IQ North EE Committee Leadership Team)
Bryan Haney	ERTHE Energy Solutions
Cassidy Kraimer	Community Investment Corporation (CIC)
Channel Turbides	ComEd
Chris Vaughn	Nicor Gas
Danish Murtaza	Peoples Gas and North Shore Gas
David Salmonson	CLEAResult
Derrius Quarles	EcoHealth Strategies
Elder Calderon	ComEd
Elena Savona	ES Consulting

Name	Company or Organization
Elizabeth Horne	ICC Staff
Elli Arzbaecher	Future Energy Enterprises (IQ South EE Committee Facilitation Team)
Erika Dominick	Walker-Miller Energy Services
Irena Acic	Opinion Dynamics
Jane Anderson	Inova Energy Group
Jeff Pritchard	Michaels Energy
Jeffrey Carroll	DNV
John Dakarian	Nicor Gas
John Mansfield	Nicor Gas
Josalin Wills	Ameren Illinois
Julie Hollensbe	Walker-Miller Energy Services
Keely Hughes	The JPI Group
Keyla Ward	Ameren Illinois
Kim Swan	ComEd
Laticia Holbert	ComEd
Lee Ringo	Energy Infrastructure Partners
Madhu Bhargava	ComEd
Matt Armstrong	Ameren Illinois
Max Leichtman	ComEd
Michelle Norgard	CLEAResult
Mike King	Nicor Gas
Misty Gibbons	Walker-Miller Energy Services
Monique Leonard	Ameren Illinois
Natasha Herring	Guidehouse
Nate Baer	i3 Energy
Omayra Garcia	Peoples Gas and North Shore Gas
Patrice McFarlin	Encolor Consulting
Philip Halliburton	ComEd
Riley Jones	Michaels Energy
Sam Stahl	Ameren Illinois
Selena Worster Walde	ERTHE Energy Solutions
Seth Craigo-Snell	SCS Analytics
Ted Weaver	Dunsky Climate + Energy Advisors
Tim Dickison	Ameren Illinois
Tina Grebner	Ameren Illinois
Trudy Merrick	Walker-Miller Energy Services

Introduction to SAG Equity Subcommittee Meeting

Celia Johnson, SAG Facilitator

Purpose of December 9 Meeting:

- For ComEd to present the Market Development Initiative (MDI) assessment

ComEd Market Development Initiative (MDI) Assessment

Bill Quinn, ComEd; Jane Anderson, Inova Energy Group

Market Development Initiative

- MDI helps drive success by providing:
 - Assistance in developing the necessary capabilities to participate in the delivery of energy efficiency upgrades and increases contracting opportunities for diverse and local business enterprises and community-based organizations.
 - Incorporates four areas of focus:
 - Training and Development:
 - Provides training and certification opportunities for experienced energy efficiency (EE) professionals and those on the path to EE employment
 - Diverse Vendor Resources:
 - Aims to increase diversity within the EE industry by developing an equitable and inclusive pipeline of local suppliers from which to procure products and services
 - Service Provider Network:
 - Aims to grow the pool of diverse EE service providers in our network, as well as bolster engagement of those already involved through a robust suite of wraparound services
 - Community Collaboration:
 - Aims to collaborate with CBOs, faith-based organizations, and other non-profits to promote awareness, and facilitate outreach among local communities

MDI In Numbers

- 192 services provided through EESP Focus Area
- 235 DBEs added to database
- 20 partnerships maintained with CBOs
- 13 diverse certifications supported
- 346 total BPI certifications earned
- 4 joint-utility training sessions
- 60 newcomer-cohort graduates
- 82 skilled-cohort graduates
- 23 job placements made

MDI Evaluation Findings

- Evaluation Objectives
 - Produce actionable recommendations to:
 - Increase customer and community impact of MDI activities
 - Identify efficiencies in internal operations, coordination, and tools
 - Facilitate scaling of the MDI for future program years
- Evaluation Considerations
 - 2024 was a ramp-up year.
 - Main objectives were to stand up each Focus Area, introduce the MDI across ComEd's service territory, and build a participant pipeline.
 - Evaluation results are limited to within the evaluation time period (February 2024 – March 31, 2025)

- Some Focus Areas launched sooner than others, resulting in more or less activity/data to evaluate.
 - The most data was available for the Training and Development Focus Area.
- Evaluation Approach
 - Desk Review
 - Reviewed operations manuals, process documents, KPIs, marketing materials, websites, and process workflows for each Focus Area.
 - Interviews
 - 40 interviews with key actors across the MDI.
 - Surveys
 - Three surveys: Newcomer Cohort, Skilled Cohort, EESP Focus Area
 - Data Analysis
 - Comprehensive analysis of interview/survey data and ComEd-provided MDI data
 - Benchmarking
 - Identify and document best practices of 3-4 comparable workforce development and diverse business-focused programs, from across the U.S.
 - Final Report
 - Draft report reviewed by ComEd for feedback
- MDI Strengths
 - Cross-utility coordination
 - Building Analyst Professional Cohort with Nicor Gas
 - Training and Development Focus Area
 - Positive classroom experiences
 - High BPI certification pass rate
 - Robust wraparound services model

Cassidy Kraimer (via chat): Did all Skilled Cohort participants participate in the Building Analyst Professional training?

- *Bill Quinn: All participants who achieved their certifications are invited to participate, but not all elect to complete it.*
 - EESP Focus Area
 - Demand exceeded expectations
 - Strong wraparound partners
 - Positive participant experiences with services
 - DVR
 - Built a strong pipeline of diverse vendors
 - Grew Diverse Vendor Database

Abigail Miner (via chat): What does DVR stand for?

- *Jane Anderson: Diverse Vendor Resources.*
 - Community Collaboration
 - Equitable tiered partnership model
 - Positive CBO partner experiences
- Opportunities for Improvement
 - Training and Development Focus Area

- On-the-Job Training enhancements
- Addition of a Spanish-language Skilled Cohort
- EESP Focus Area
 - Overlap of some services with EESP incubator
 - More clarity and support on how to maximize EESP network participation
- DVR Focus Area
 - Implementation Contractor (IC) engagement

Cassidy Kraimer (via chat): Overall, what was the split between a positive experience versus a more negative experience with OTJ? Were there trends related to the types of partners that were more positive over others?

- *Jamie Ricks: Positive OJT experiences are strongly correlated to employers who are already familiar with ComEd's MDI and participants. When a contractor is not BPI certified, it can be difficult for employers to bring on graduates.*
- *Jane Anderson: From the interviews and surveys, there was a 50/50 split of experiences. There is a strong correlation between positive experiences and participants who received a full-time offer.*

Recommendations

- Recommendations in Progress
 - Continue cross-utility coordination
 - Explore additional utility co-hosted events
 - Strengthen and modify elements of the On-the-Job (OJT) operations and structure
 - Extend OJT duration
 - Diversify OJT work experiences
 - Refine Skilled Cohort offerings to maximize impact and reach
 - Explore opportunities to regularly incorporate the BA-P Cohort
 - Clearer guidance and support for EESP participants to navigate the EESP network
 - Create a roadmap to help EESPs understand how to maximize network participation
 - Increase interest, value, and engagement in procurement matching
 - Continue to promote the Diverse Vendor Database among ICs and within ComEd

Seth Craigo-Snell: What does creating a roadmap to help EESP's navigate their network entail exactly?

- *Bill Quinn: This includes helping EESPs understand what resources are available to them, what EE offerings would be a good match, and helping those who are enrolling in the EESP focus area understand what the MDI has to offer and how it can benefit their business.*
- *Jane Anderson: During interviews, EESP's noted the need for knowledge on becoming an active participant in ComEd's EESP network. A roadmap will help them navigate the system.*

Closing and Next Steps

No follow-up items.