

IMPACT REPORT

- 2025 -



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Message from leadership

Board President Message – Ivan Solis

In 2025, HACIA continued advancing its mission to build a more equitable construction industry by focusing on results that matter. Through advocacy, workforce development, and business capacity building, HACIA helped reduce barriers that have limited access to opportunity for diverse businesses and workers.

At the board level, our focus remained on strengthening HACIA's long term vision and governance while ensuring our work delivers meaningful value to members and communities. This year's impact reflects progress toward an industry that is more accessible, more transparent, and more representative of the communities it serves.

As we look ahead, HACIA remains committed to leadership that supports economic mobility, expands opportunity, and creates pathways for generational wealth through construction.

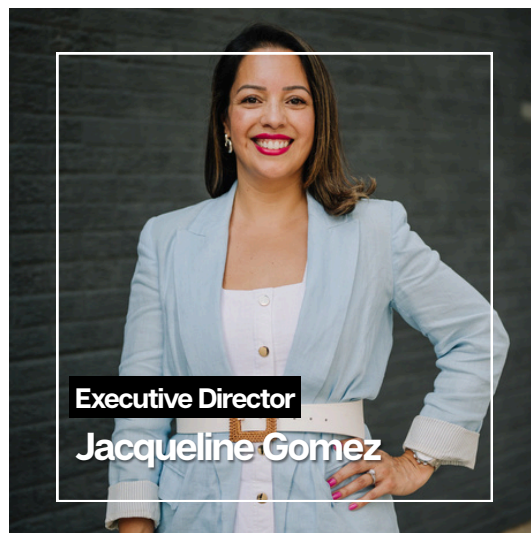


Executive Director Message – Jacqueline Gomez

This impact report reflects the outcomes achieved when strategy, partnership, and community align. In 2025, HACIA translated its work into tangible results including skills earned, businesses strengthened, certifications earned, and policies influenced.

Our team remained focused on impact over activity. Success was measured by outcomes such as individuals moving closer to stable careers, businesses increasing their ability to compete, and members accessing new opportunities.

This work is made possible through the commitment of HACIA staff, the leadership of our board, the engagement of our members, and the support of our partners and funders. Together, we are building a stronger and more inclusive construction industry.



2025 strategic priorities

HACIA's work in 2025 reflects the final year of a multi year strategic framework that guided programs, advocacy, and membership efforts. These priorities shaped how the organization advanced equity, strengthened capacity, and expanded access to opportunity across the construction industry. **The priorities below informed HACIA's work throughout 2025 and frame the impact highlighted in this report.**

1

DELIVER MEMBER VALUE

We strive to provide our members with a competitive edge, empowering them to succeed. We advocate for creating equitable business opportunities and promote prime and subcontracting opportunities while representing our members' interests.

2

ACHIEVE ORGANIZATIONAL SUSTAINABILITY

It's crucial to ensure that the financial health of an organization is maintained and sustainable and that it adapts to meet the evolving needs of its stakeholders. To achieve this, it's important to create a strong and innovative funding model that ensures long-term financial stability. Apart from this, HACIA also aims to achieve operational excellence by attracting, developing, and retaining top talent, investing in technology, and being agile in its programs, events, and processes.

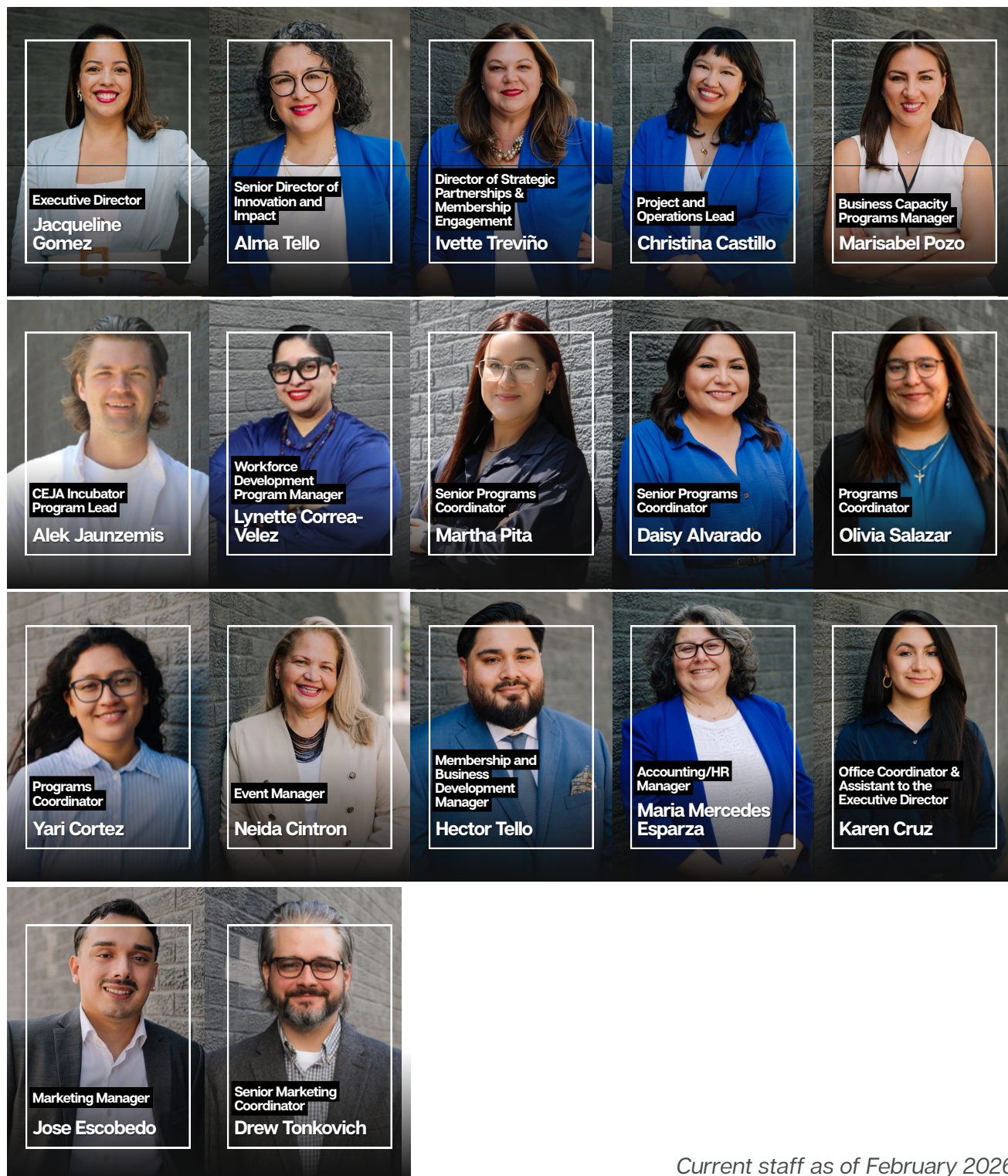
3

SHAPE THE FUTURE OF CONSTRUCTION

Our goal is to create an infrastructure that can overcome the present challenges and clear the path for future opportunities. We will continue our programmatic efforts in developing the next generation of diverse business leaders and building a strong and diverse talent pipeline for the architecture, engineering, and construction industries. To achieve this, we plan to improve workforce development programs and promote career opportunities. Additionally, we aim to expand educational scholarships through the Foundation.

A new strategic plan will take effect in 2026 and guide HACIA's work through 2028. This next phase will build on current progress and respond to the evolving needs of the industry, members, and communities HACIA serves. Outcomes from the new plan will be reflected in future impact reports.

Staff



Current staff as of February 2026

Board



Current board members as of February 2026

About membership



The Hispanic American Construction Industry Association is the largest community of small & diverse business owners in the professional service and construction industries in the state of Illinois. HACIA membership includes corporations, primes and subcontractors represented by the various trades.

MEMBER BENEFITS INCLUDE:

- One-on-one Technical Assistance
- M/W/DBE Certification Assistance
- Monthly Networking Events
- Key Introductions and Referrals
- Meet with Key Industry Stakeholders
- Capacity Building Programs
- Workforce Training
- Small-Business Advocacy
- And More!

REGULAR

At least 51% Hispanic owned and managed, and MBE/WBE/DBE certified.

**Current certification letter(s) must be submitted with application.*

ASSOCIATE

Non-Hispanic owned and under \$20M, or Hispanic-owned and managed and under \$20M but not certified as MBE/WBE/DBE.

CORPORATE

Gross volume is \$20M or greater (based on last year's sales).

Membership's impact

In 2025, HACIA's membership program served as a key access point for contractors, professional service firms, and industry partners seeking opportunities within the construction ecosystem. Membership delivered direct support and visibility for businesses operating in a competitive industry.

Through one-on-one technical assistance and targeted outreach, HACIA helped members strengthen readiness for public and private sector opportunities. Members accessed project briefings, procurement insights, certification support, and direct engagement with decision makers across major infrastructure, transportation, education, and housing projects.

Engagement extended beyond events, with committees, professional service forums, and Mujeres de HACIA providing ongoing opportunities for peer learning, leadership development, and relationship building among businesses at varying stages of growth.

By prioritizing access and advocacy, HACIA's membership service translated participation into tangible value. Members increased exposure to major projects, strengthened networks, and improved their ability to compete.

One-on-one
Technical
Assistance
Sessions

+330

Total
Members in
2025

280

MBE/ WBE/
DBE/ VBE/
BEP Certified
Members

67%

Projects
Presented at
Membership
Meetings

17

Programs at a glance

HACIA delivers impact through a connected set of programs designed to support individuals, businesses, and members while advancing equity across the construction industry. These programs create pathways into careers, strengthen business capacity, expand access to opportunity, and drive systems level change. The sections that follow highlight the outcomes of this work.

Workforce Development Programs

- General Construction Pre-Apprenticeship
- Electrical Pre-Apprenticeship
- Assistant Project Engineer (APE)
- Safety and OSHA Training
- EV Charging Installation Training
- NABCEP Solar PV Associate Training (NABCEP PV)



Business Capacity Programs

- Contractors Development Program (CDP)
- Executive Fellows (EF)
- Owner 2 CEO (O2C)
- CTA Building Small Businesses (CTA BSB)
- OpenRoads and OpenBridge Training
- Clean Energy Contractor Incubator (CECI)



Workforce development

The Impact

HACIA's Workforce Development programs create pathways into construction, clean energy, and professional careers by preparing individuals with the skills, certifications, and exposure needed to succeed in a highly competitive industry. These programs focus on increasing access to opportunity for individuals who have been historically underrepresented in construction and related fields.

Through hands on training, industry aligned instruction, and partnerships with employers, unions, and industry leaders, HACIA supports participants as they move from interest to readiness and into career pathways that offer stability and long term growth.



What's Possible

HACIA's Workforce Development efforts are designed to move participants toward real outcomes, including:

- Entry into registered apprenticeship programs
- Placement into entry level construction, electrical, and clean energy roles
- Increased job readiness through industry recognized certifications
- Exposure to emerging sectors such as renewable energy and EV infrastructure

Rather than focusing on a single trade or pathway, HACIA's approach reflects the evolving needs of the construction industry while opening doors to both field and office based career opportunities.

Workforce development

Equity and Access Focus

HACIA's Workforce Development programs prioritize outreach to underrepresented communities and provide support that helps participants navigate barriers to entry into the construction industry. By combining training with industry connections and wraparound support, HACIA strengthens pathways into careers that contribute to economic mobility and generational wealth.

Workforce
Development
Programs
Completion

173

Our Participant's Voice



"The trainings I took part of, provided me with fundamental classroom work as well as hands-on training with EV chargers. With the knowledge I gained through the EV Installation Training, I will be much better suited to succeed in my professional career within the construction industry."

Irving Rivera, Renewable Recharge EV Installation Training Participant

Business capacity

The Impact

HACIA's Business Capacity programs are designed to help small and diverse-owned businesses grow, scale, and compete within the construction, clean energy, and professional services ecosystem. Through a-la-carte workshops, cohort-based education, and one-on-one coaching, HACIA equips entrepreneurs with the tools and strategies needed to operate effectively, pursue contracts, create jobs, and contribute to regional economic growth.

Many small and medium-sized businesses face barriers that limit their ability to compete, including limited access to capital, unfamiliarity with procurement requirements, and gaps in technical or operational expertise. HACIA's programs respond to these challenges by providing industry-specific support that meets business owners where they are and helps them move forward with confidence.

By the Numbers

In 2025, 20 Subject Matter Experts provided technical assistance, coaching, or class instruction in one or more Business Capacity program. 79 certifications were awarded and 322 participants enrolled in business capacity programs, and while some programs are still ongoing into 2026, 154 participants completed the programs.

- CDP '25: 121 enrolled, 94 completed
- CDP '26: 123 enrolled (ongoing)
- CECI '25: 47 enrolled, 19 completed (ongoing)
- O2C '25: 19 enrolled, 16 completed
- EF C6 (Spring '25): 12 enrolled, 12 completed
- EF C7 (Fall '25): 10 enrolled (ongoing)
- ORD '25: 37 enrolled, 32 completed
- Certifications awarded: 79

Total
Business
Capacity
Completions

154

Business capacity



"Over the past 6 months, we have implemented financial tracking that directly improved cash flow management and profitability. Monthly revenue increased by 10% compared to the same 6-month period in the previous year, driven by new contracts and better retention of existing clients."

Roberto Adaya, Krystal Clean Pro – Executive Fellows

"We focused our process improvement on increasing our creditworthiness to apply and receive a line of credit that would allow us to become a signatory while having access to capital for cash flow. This helped us to be able to secure labor and materials for new work while we waited for invoice payments."

We then took that opportunity and relocated to a 3,200-square-foot commercial space that gives us the ability to secure new equipment, store and control inventory, have team meetings, and build morale, along with the company's capacity."

Roxanna Daniel, Taj Development Co Inc. – Executive Fellows



Events

HACIA's events serve as a critical platform for connection, learning, and access within the construction industry. In 2025, 22 total events brought together contractors, professional service firms, public agencies, and industry leaders to share information, build relationships, and create pathways to opportunity.

Through a combination of large scale convenings and targeted programming, HACIA events connected members to decision makers, procurement insights, and upcoming project opportunities. These spaces supported meaningful dialogue around industry trends, certification requirements, workforce needs, and policy priorities affecting diverse businesses.

Events also strengthened HACIA's role as a trusted leader and connector within the construction industry. Signature gatherings such as the Annual Awards Banquet and Golf Outing reinforced community and visibility, while workshops, panels, and committee led sessions provided practical value and timely information for members navigating a changing construction landscape.

By design, HACIA events move beyond networking. They create access, elevate member voices, and support the relationships that drive business growth and industry progress.



HACIASEF

The HACIA Scholarship and Education Foundation (HACIASEF) supports students pursuing education and career pathways connected to the construction industry and related fields. Through scholarships, recognition, and exposure to industry professionals, HACIASEF helps reduce financial barriers while creating meaningful connections between students and the construction community.

Scholarships are awarded annually to students who demonstrate academic commitment, leadership potential, and a clear interest in careers that strengthen the construction and professional services industries. As of the conclusion of 2025, HACIASEF has awarded \$665,000 in scholarship funds, reflecting a sustained investment in education, workforce development, and economic mobility.

Beyond financial support, HACIASEF introduces students to the construction industry and connects them with a network of professionals who support their academic and career journeys. Scholarship recipients are recognized each year at HACIA's Annual Awards Banquet, where they are celebrated alongside industry leaders and partners committed to developing future talent.

For many recipients, the scholarship represents more than financial assistance. As Miranda Santamaria, an architecture student at the Illinois Institute of Technology and a 2025 scholarship recipient, shared, "This scholarship really means opening up a lot of doors for opportunity and allowing me to focus on my education. What is incredible is gaining exposure to the construction industry as a whole and meeting such an empowered community."



Advocacy through HACIA

In 2025, HACIA advanced a focused legislative and policy agenda centered on equity, accountability, and opportunity within Illinois' construction and infrastructure sectors. Through ongoing engagement with lawmakers, public agencies, and industry partners, HACIA helped shape policies that expand access for minority and women owned businesses and strengthen pathways into construction careers.

A major advocacy milestone was the passage of HB 1224, a landmark retainage reform that modernizes payment practices on state construction projects. The legislation aligns Illinois with federal standards by ending the automatic withholding of retainage on all contracts. Retainage may now be applied only when a documented project issue exists. HB 1224 applies to projects overseen by the Capital Development Board and public universities.

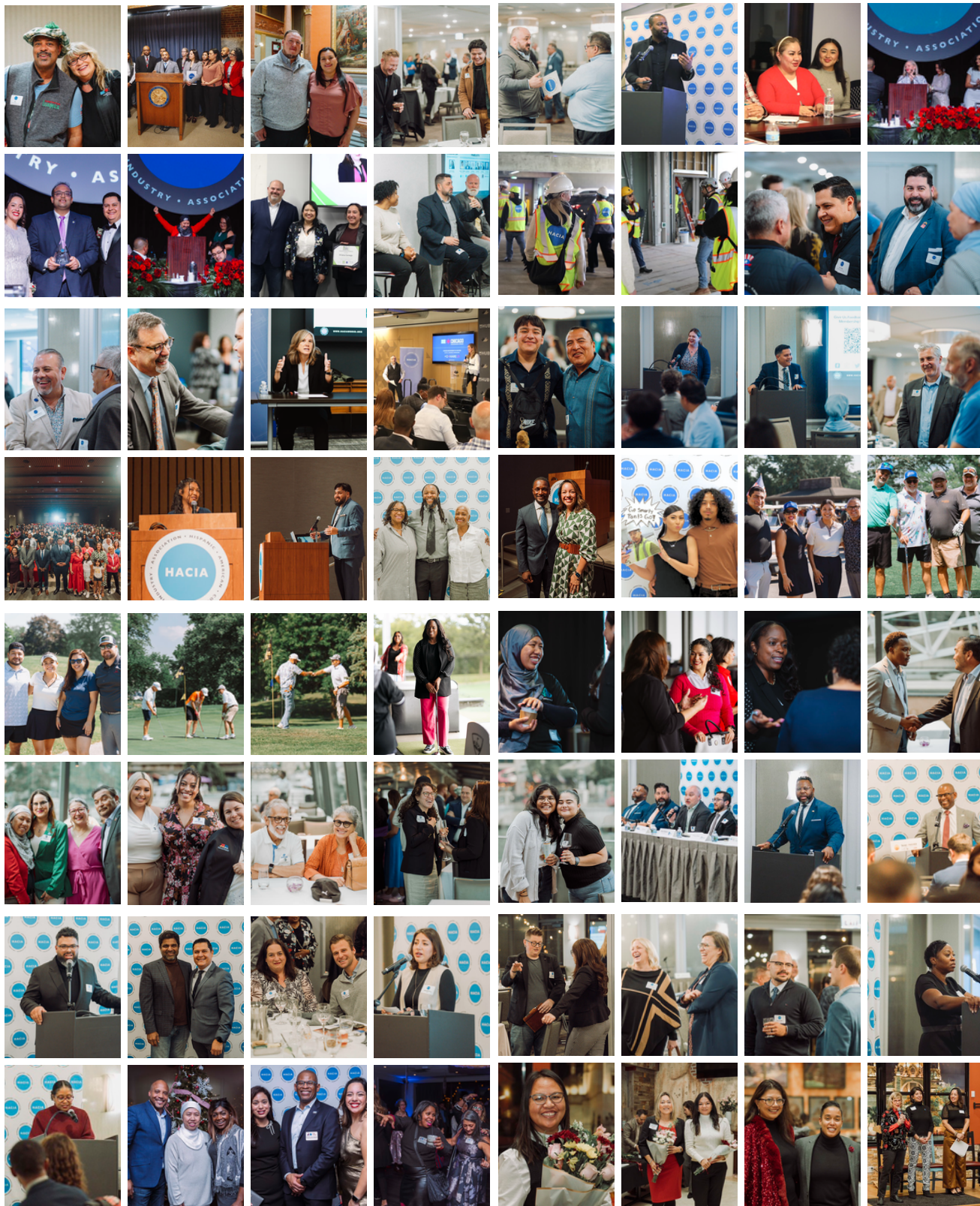
This reform delivers meaningful cash flow relief for small, minority, and women owned contractors while preserving protections for the state when performance issues arise. By removing unnecessary financial strain on well performing projects, HB 1224 improves access to state construction opportunities and promotes fairer participation for diverse firms.

Beyond retainage reform, HACIA continued advocating for procurement policies that strengthen accountability and meaningful inclusion, including improved certification oversight, standardized reporting, and higher participation goals. HACIA also supported workforce focused reforms that expand pre apprenticeship and apprenticeship pathways, address labor shortages, and reduce barriers for underrepresented communities.

Through continued engagement with state and local elected officials, HACIA elevated contractor concerns, promoted prompt payment protections, and supported reforms that improve access to bonding, financing, and business development resources. Together, these efforts reinforced HACIA's role as a strong advocate for a more inclusive and equitable construction industry across Illinois.



2025 memories



Thank You!



Connect with us!



**Hispanic American Construction
Industry Association**

www.haciaworks.org

Phone: (312) 575-0389