



# ILLINOIS WORKS Bid Credit Program

September 2024

BCP Newsletter

## Empowering Women in Construction: HACIA's Commitment to Diversity and Inclusion



For over 40 years, the [Hispanic American Construction Industry Association](#) (HACIA) has been a pillar in the construction community, with a focus on promoting diversity, equity, and opportunity in an industry traditionally dominated by men. At the heart of HACIA's mission is a vision to build a community of diverse construction leaders, foster equitable opportunities, and

create generational wealth while transforming communities. The organization believes that one key to achieving this vision lies in empowering women and supporting their growth and success in the construction industry.



### **Building a Network for Women in Construction**

Through its membership programs, HACIA connects construction industry business owners and leaders with a strong network of like-minded professionals. Recognizing the unique challenges that women in construction face — from breaking through stereotypes to balancing work and family life in a demanding field — HACIA created "Mujeres de HACIA," which translates to Women of HACIA. This dedicated initiative brings together women-owned businesses for networking, collaboration, and empowerment. Mujeres de HACIA events provide members with opportunities to build valuable relationships, share experiences, and create new business opportunities, supporting one another's growth in the industry.



### **Training the Next Generation of Female Construction Leaders**

HACIA understands that building a more diverse construction industry requires providing resources and support to aspiring professionals. The organization's training programs offer low to no-cost resources to help women and other minorities advance their skills and careers in construction. One of its flagship programs, the Illinois Works General Construction Pre-Apprenticeship Program, is designed to prepare individuals, for registered apprenticeships in various trades. Funded by the Illinois Works Jobs Program Act, this program aims to expand job opportunities and increase diversity in the construction workforce across the state. It opens doors to employment opportunities,

helping participants transition successfully into the trades while building a foundation for a lifelong career. Successful completion of this program awards participants with the National Center of Construction Education and Research (NCEER) Core, CPR/First Aid, and Occupational Safety and Health Administration (OSHA) 10 certifications, which are commonly required certifications in the construction industry.



Building on this commitment to diversity, HACIA launched the Renewable Recharge EV Charger Installation Workshop this year, an innovative program led in partnership with InChargeE. This four-day workshop focused on the fundamentals of installing EV charging stations while emphasizing safety protocols, live wiring, and load calculation specifications for various charger types. Participants gained hands-on experience in a rapidly growing field crucial to Chicago's future public transportation infrastructure. Reflecting on her experience, participant Ava Ginsburg shared, "There is a lot going on with solar and EV in Illinois. Now that I am on the path to becoming an IBEW Local 134 apprentice, I want to continue building on the foundation I've established through HACIA's programs."

### **Creating a Lasting Impact**



HACIA is committed to empowering women in construction not just by creating opportunities, but by transforming communities and changing lives. Through initiatives like Mujeres de HACIA and its training programs, HACIA is breaking down barriers and providing women with the tools they need to succeed. The organization's dedication to fostering a diverse and inclusive environment is shaping the future of construction, one woman at a time.



HACIA invites all interested to join its mission in empowering women in construction by becoming a member, attending events, or participating in training programs. Together, a stronger, more inclusive construction industry can be built, offering equitable opportunities for everyone.

To learn more about HACIA, its programs, or membership, please visit [haciaworks.org](http://haciaworks.org).

## Upcoming Information Webinars

### Advantages of the Bid Credit Program for Contractors

September 18, 2024 1:30PM – 3:00PM [Register](#)

October 16, 2024 10:00AM - 11:30AM [Register](#)

*\*Recordings of our past webinars can be found on the Illinois Works [Bid Credit Program Partner Guide](#).*



### Upcoming Bid Credit Program Events

The Bid Credit team will be attending [Chicago Build](#) on October 22nd and 23rd to promote all Illinois Works programs. Chicago Build is the largest construction and design showcase for the Midwest. If you are at McCormick Place for the show, please keep an eye out for us and say hello.

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**Learn more about the Bid Credit program**

[Illinois Works Bid Credit Program](#)

[Illinois Works Employer Form \(smartsheet.com\)](#)

[Contractor Registration Form](#)

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